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Tar Heel Nurse

Volume 36, Number 1 | Official Publication of the North Carolina State Nurses Association | January 1974

NCSNA gears up for legislation

The North Carolina General Assembly reconvened on January 16.

The NCSNA Committee on Legislation is meeting on January 23 to consider possible legislative issues, plan for a communication system with district legislative committees, and possibly plan for a legislative workshop.

Mrs. Ernestine Small of Greensboro is the new chairman of the Committee on Legislation. She served on this committee in the 1971-73 biennium.

One issue of major interest to NCSNA is the report of the Joint House and Senate Health Committees in relation to a proposal studied for the past several months to permit certain military corpsmen to take the LPN or RN licensure examination without further educational preparation beyond their military training and experience.

NCSNA has provided much testimony and survey data to the Subcommittee studying this specific issue. NCSNA's position is that other alternatives should be explored for utilizing the civilian with military corpsman training and that bypassing the requirement of completion of an accredited program in nursing is not in the best interest of the public. Substitute proposals are being considered to give incentives to programs in nursing with the desire and resources to provide challenge mechanisms for advanced placement.

The President has signed the Labor-HEW Appropriations bill. ANA and nurses throughout the country played an important role in getting the bill through Congress. The bill contains needed federal funds for nursing education and other health programs. When he signed the bill, President Nixon announced release of 1973 funds for health and school programs he had previously impounded. It is not yet clear whether spending of these funds will be delayed into 1974-76.

Available from NCSNA . . .

Copies of the addresses of Rosamond Gabrielson, president of ANA, and Mary Macdonald, keynote speaker, delivered at the 1973 biennial convention, are available from headquarters. Also available are reprints of the summary from the December *Tar Heel Nurse* of the impact of the pending Taft-Hartley amendment.

February target for building project

If all goes well, Sparrow Construction Company will start construction of our new headquarters building the first week in February.

A contract with the Sparrow Company provides that the building will be constructed for a guaranteed maximum of $166,625.00. The work will be done on a cost-plus basis, with the contractor receiving a fixed fee. Any savings realized during construction will benefit NCSNA. Integon of Winston-Salem is providing both the construction loan and long-term mortgage of $120,000.

The Building Fund as of January 8 totaled $61,189.00, enriched recently by a contribtuion of $1,000 from A. E. Finley Foundation of Raleigh. Mr. Finley has also pledged an additional $1,000 in June 1974.

Two names have been added to the Committee of One Hundred — Josephine Kerr, a past president, and Mrs. Matilda Grinevich. District Five honored Miss Kerr by making the $100 donation to place her name on the list. Special effort is being made to have the names of all living past presidents on the list.

District associations are urged to continue their efforts to add to the Building Fund at this crucial time. It is hoped that interested districts also will select specific furnishings needed as special projects.

ANA Advisory Council

NCSNA's two representatives to the ANA Advisory Council for the Janrary 30 meeting in Kansas City will be Rose George, president, and Mrs. Joan Reid, associate executive director. A major agenda item will be providing the *American Journal of Nursing* as an ANA membership benefit.

NCSNA leadership studies Taft-Hartley

Some 620 nurses attended the 15 meeting conducted throughout the state in December by the NCSNA staff to inform nurses about the implications of the Taft-Hartley amendment, which, if passed by Congress, will bring private, non-profit hospitals under the jurisdiction of the National Labor Relations Board. Of this total, 247 were non-members.

Since the meetings, several districts have requested follow-up visits by staff for further exploration of the implications of the amendment for nurses. So far, the staff is scheduled to meet with four districts during January. The summary of the presentation which appeared in the December *Tar Heel Nurse* is available in reprint for distribution to non-member nurses. Copies may be obtained by writing to NCSNA headquarters.

Additional follow-up to the initial series of meetings is a workshop scheduled for February 1 for directors of nursing, associate and assistant directors. This meeting will be held at the Holiday Inn, Downtown, Raleigh. It will deal with the special role of nursing service administrators when employees organize.

Speaker at this workshop will be Paul Lehman, director of nursing, Philadelphia State Hospital, and member of the ANA Commission on Economic and General Welfare. He will discuss the philosophy of the E&GW program, from the viewpoint of a director of nursing, and his experience as a nursing service administrator in an institution where both non-professional and registered nurse employees are organized. The program is structured to provide ample time for questions and discussion. This program also is open to non-member administrators at a special registration fee.

As another follow-up effort, plans are being made for a meeting on February 21 at the N. C. State Faculty Club, Raleigh, for NCSNA leadership to hear Cosimo Abato, Baltimore labor relations attorney, discuss the impact of the pending Taft-Hartley amendment. Mr. Abato is the

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Board of Directors actions

Pre-Convention Meeting of October 14-15, 1973:

- Ratified a referendum vote to approve presentation of the proposed bylaws revisions to the 1973 House of Delegates.
- Ratified a referendum vote approving the vote of the Ad Hoc Committee to make suggestions for 1974-76 ANA officers.
- Approved a plan of implementation of new NCSNA bylaws and structure.
- Recommended the changes in the proposed bylaws to be presented to the 1973 House of Delegates
- Amended the Economic and General Welfare policies of NCSNA in relation to the requirement for membership in a professional nurse unit.
- Approved seeking invitations from allied nursing organizations to NCSNA staff and/or Membership Promotion Committee members to discuss objectives and activities of NCSNA.
- Approved discontinuing district membership awards after 1973.
- Approved the Membership Promotion Committee's recommendation of appointing a student nurse to the Membership Promotion Committee and to any other NCSNA Committee where student input would be appropriate and helpful.
- Approved a policy that non-members who join NCSNA within 30 days of attendance at a convention, conference, etc., at which registration fees are charged shall have refunded to them the difference between non-member and member registration fees for the particular meeting.
- Approved abolishing the registration fees for basic nursing students commencing immediately after the close of this 1973 biennial convention.
- Approved providing opportunities for NCSNA to inform all registered nurses in the state of the implications of the Taft-Hartley amendment pending in Congress and recommended that all avenues be utilized in this educational effort.
- Dissolved the Steering Committee for "Operation Input" with commendation for the excellent work done.
- Approved a recommendation from the Committee on Long Range Plans that a major priority commitment of the new commission on Member Services be directed toward study of implications of the pending Taft-Hartley amendment.
- Approved a recommendation from the Committee on Long Range Plans that a standing committee on Long Range Planning be established.
- Approved a recommendation from the Committee on Long Range Plans that a variety of ways be considered for involving students in the work of the association.
- Approved a recommendation from the Committee on Long Range Plans that the Committee on Common Goals and Interests of NCSNA and SNANC be dissolved.
- Approved establishing an advisory committee of legal, architecture, and financial consultants in the Raleigh area for guidance in the building project.
- Voted to continue NCSNA membership in the council for Social Legislation.
- Approved recommendations of the Special Committee to Study Health Care Registries as follows:
  - That NCSNA provide leadership in promoting quality nursing care through health care registries. Standards of nursing care enunciated should be available to all such registries.
  - That Traditional nurses' registries wherever possible, expand services to include, in addition to RN's and LPN's, patient care assistants needed to meet the needs of the community.
  - That NCSNA continue to work toward improvement in economic status of providers of private care.
  - That NCSNA encourage continuing education experiences to meet the specific needs of private duty nurses.
  - And voted that the Committee recommendation concerning preparation of a guide for establishment of expanded registries be referred for further study to the appropriate committee, which should include representation from the various nursing registries.
- Voted to hold future NCSNA biennial conventions in Raleigh, including the 1975 convention, if arrangements can be made.
- Approved the following actions of the Executive Committee of May 19, 1973:
  - Authorized borrowing necessary money for construction of the new headquarters building.
  - Selected nurses to be recommended to Governor James Holshouser for appointment to the North Carolina Board of Nursing.
  - Directed that the president, first vice-president, and executive director seek a conference with the Governor to discuss NCSNA's objectives and concerns.
  - Established registration fees for the 1973 Biennial Convention.
  - Approved standing rules for the 1973 Biennial convention and directed that these be published in the printed convention program.
  - Endorsed a proposed study of LPN functions and the continued participation of the "Minute-Man" Legislation Group on the Steering Committee of this project, in collaboration with representation of the LPN Association and the North Carolina Hospital Association.
  - Approved the appointment of Rebecca Holland as chairman of the Council on Practice to fill the unexpired term of Helen Chamblee.
- Approved the following actions of the Executive Committee of September 20, 1973;
  - Accepted a report from an ad hoc committee on the implications on HB 1204 (to permit military corpsmen to take the RN and LPN licensure examination without further education requirements) and voted to oppose the proposal in a low-key approach at a hearing on September 26 before a sub-committee of the Joint House and Senate Health Committees.
  - Accepted the request of Mrs. Margaret B. Dolan to be replaced as NCSNA's representative on the Commission on Health Care Facilities and Licensure, and selected Dr. Ruby Wilson, Dean of the Duke University School of Nursing, to fill the unexpired term.
  - Endorsed joint sponsorship with the North Carolina Hospital Association of a nursing workshop on evaluation and documentation of nursing care offered by the Joint Commission on Accreditation of Hospitals.
  - Approved voting hours for the balloting at the 1973 Biennial Convention.
  - Voted to recommend Dr. Virginia Stone for ANA Honorary Recognition at the 1974 ANA convention.

Meeting of October 19,1973:

- Endorsed the nomination by District Eleven of the Chi Eta Phi Sorority for the 1974 Mary Mahoney Award.
- Voted to supply to the members of the Board the list of volunteers and recommendations for appointments to NCSNA commissions and committees.
- Directed the new treasurer, the out-going treasurer, the executive director, and appropriate consultative persons to develop guidelines for changes in the financial system, to be approved by the Executive Committee.
- Directed that the out-going Finance Committee, to include the newly elected treasurer, remain operational until the end of the fiscal year.

Meeting of December 7, 1973

- Voted to offer the Association's assistance to the North Carolina Board of Nursing in preparation of data and recommendations regarding substitute bill 1204.
- Ratified the referendum vote approving committee and commission appointments for the 1973-75 biennium.
- Ratified the referendum action of the Executive Committee approving a contract with Sparrow Construction Company to construct the new headquarters building for a guaranteed maximum of $166,625, on a cost-plus basis and a set contractor fee.
- Increased the monthly benefits from $20 to $25 to the four beneficiaries of the NCSNA Service Fund, and requested the Executive Director to determine, if

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Board of Directors . . . . . .

(continued from page 2)

possible, how these benefits are being used.

- Increased the mileage allowance to 10¢ per mile for members and 12¢ per mile for staff.
- Voted to share with districts, at the rate of 5¢ per mile, the transportation costs of district presidents in attending meetings of the Council of District Presidents.
- Voted to review criteria for use of the Service Fund and the Memorial Fund.
- Voted to adjust employee salary deductions for the ANA Employee Retirement Plan to coincide with the time the benefit and premiums are adjusted by the retirement plan administrators.
- Approved a budget for 1974.
- Voted that until the budget is reviewed monies from the Contingency Fund be used for the economic and General Welfare Program.
- Approved changes in the financial system as follows
  - All bookkeeping will be done in headquarters office.
  - All NCSNA accounts will be transferred to Raleigh banks.
  - Routine disbursements will be made from headquarters.
  - One signature will be required on checks drawn on NCSNA accounts.
  - The president, treasurer, executive director and administrative assistant are authorized to sign checks.
  - Monthly reports of income and disbursements will be furnished for the president and treasurer; monthly budget reports will be furnished to the Board of Directors and Finance Committee; copies of monthly back statements will be furnished to the treasurer.
  - The president, treasurer, and executive director are authorized to enter the saftey deposit box.
- Voted that NCSNA address itself to organizing nurses in the state and serve as bargaining agent for both members and non-members.
- Authorized inviting a labor relations attorney to meet with the Board of Directors, Commissions, and Council of District Presidents to discuss the Taft-Hartley amendment as soon as possible.
- Removed the membership requirement for organizing a registered nurse unit and directed that the required percentage be determined by referendum vote as soon as possible, in relation to the extent to assistance provided by ANA.
- Endorsed the nomination by District Eleven of Norma Harris of Durham for the ANA Honorary Practitioner Award.

Applications for admission to Candidacy for ANA certification available through NCSNA Headquarters.

District One names 'Nurse of the Year

Mrs. Mable S. Carlyle, Black Mountain, head nurse at the VA Hospital, Oteen, was named "Nurse of the Year" by District One. Mother of four children, Mrs. Carlyle received her B.S. degree last June from Western Carolina University and now is taking courses on Master's level. She is active in nursing, church, and civic organizations.

New and Reinstated Members

(September, October, November)

District One
Mrs. Donna Brandberg
Mrs. Sandra Clark
Mrs. Laura Craven
Mrs. Patricia Panther
Mrs. Freddy C. Pardue
Mrs. Marjorie Rector
Marylee Rice
Mrs. Kathryn Sorrells
Mrs. Olive Shuford

District Two
Mrs Patsy Cable

District Three
Mrs. Barbara Boucher
Mrs. Gay Browne
Mrs. Kate Clifton
Mrs. Evon Cook
Mrs. Rosemary Cook
Mrs. Evelyn Gilliam
Mrs. Velera Gurley
Mrs. Janie Joyce
Mrs. Dorothy Saunders
Mrs. Janice Simpson
Mrs. Denise Wall

District Five
Mrs. Hilda Cobb
Mrs. Bernice Fulson
Dorothy Glover
Mrs. Martha Humphrey
Mrs. Ruth Lathrop
Mrs. Judy Leonard
Mrs. Patricia Rabon
Shirley Sauder
Mrs. Mathide Steenland
Mrs. Rachel Yandell

District Six
Mrs. Jeannette Blake
Mrs. Margaret Bogle
Mrs. Nancy Love

District Seven
Mrs. Peggy Gillispie
Mrs. Alice Pyron

District Eight
Mrs. Elizabeth Cooper
Mrs. Ora Davis
Carmen Gatewood
Mrs. Linda Jordan
Martha Makedonas
Mrs. Inez Perry
Mary C. Samuel
Mrs. Frostenia Smith
Mrs. Mary R. Smith
Mrs. Florence Townsent

District Nine
Mrs. Linda Cook
Mrs. Elizabeth Hubbard

District Ten
Mrs. Elizabeth Harvell

District Eleven
Catharine Carls
Mrs. Hildred Clark
Mrs. Linda Craig
Mrs. Susan Derrenbacher
Mrs. Carlene Dollar
Mrs. Sylvia Douglas
Mrs. Sandra Hogan
Mrs. Jane Kaufman
Mrs. Sally Messick
Betty Mickey
Linda Parker
Mrs. Sarah Rhodes
Rena Rovere
Barbara Snyder
Mrs. Joy Stull
Mrs. Thelma Thornton
Sara L. Turner
Nancy Walton
Sharon Warwick
LaDonna Weddle

District Twelve
Mrs. Phyllis Breeden
Mrs. Loretta Dowdy
Mrs. Sheila McCollum
Mrs. Barbara McCullough
Mrs. Ann McPhaul
Mrs. Mildred Swan

District Thirteen
Joseph Barton
Mrs. Jayne Byrd
Mrs. Judy Cheyunski
Mrs. Virginia Clark
Sarah Evans
Mrs. Velma Foster
Mrs. Cylester Ginn
Mrs. Margaret Gorley
Mrs. Sue Grooms
Frances Martin
Mrs. Arlene Mooney
Mrs. Jacqueline Parrish
Mrs. Martha Roberts
Mrs. Betty Rowland
Brenda Shattles
Mrs. Barbara Wiggins

District Fourteen
Mrs. Carmela Castellucci
Mrs. Josephine Cain
Mittie Cain
Mrs. Nancy Fisher
Mrs. Betty Gamble
Mrs. Linda Honeycutt
Evelyn Lyons
Mrs. Bonnie Mackin
Mrs. Sandra Reynolds
Mrs. Twila Stahl
Mrs. Mary W. Smith
Mrs. Connie Wolfe

District Fifteen
Alice Beane
Mrs. Carol Butler
Franklin Curtis
Mrs. Paula C. Curtis
Mrs. Ruth Floyd

District Sixteen
Mrs. C. Joyce Long
Mrs. Margaret Simmons

District Seventeen
Marion Browder
Mrs. Sarah Cranford

District Eighteen
C. Ann Parker

District Nineteen
Marjorie Maas

District Twenty
Mrs. Katherine Pratt
Mrs. Brenda Respess
Joyce Starnes
Mrs. Nancy Stephens

District Twenty-One
Kathryn Steele

District Twenty-Two
Mrs. Mildred Curley
Mrs. Elizabeth LeFebvre
Mrs. Rubye Hinkle
Mrs. Betty R. West

District Twenty-Three
Mrs. Margaret Arney
Loren King
Mrs. Mary Shope

District Twenty-Seven
Mrs. Carolyn Cavenaugh

District Twenty-Nine
Mary J. Deese
Mrs. Mary Mason
Mrs. Mildred Morrison

District Thirty
Susan Behnke
Mrs. Mattie Bryan
Mrs. Stephanie Carlson
Mrs. Sylvia Carr
Karen Custer
Mrs. Ruth Jones
Helen Merrill
Mrs. Yvonne Oliver
Mrs. Jean Powers
Mrs. Evelyn Sigda
Julia Shaw
Mrs. Dorothy Woodles

NCSNA Studies Taft-Hartley . . . .
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attorney for NCSNA and ANA in the "Salisbury VA case" (story in December *Tar Heel Nurse*). The meeting is especially planned for the NCSNA Board of Directors, the membership of the four commissions, and the Council of District Presidents. These groups will first meet separately at 9:30 a.m.

Mr. Abato's presentation will begin at 11 a.m. In response to member interest, this portion of the session will be open to any interested NCSNA member and includes lunch. Pre-registration is *required.* Members desiring to attend at 11 a.m. through lunch must complete the form below and return it to headquarters, with a check for $3.00 per person (for lunch) *by February 15.*

Reservation for February 21

Name _____

District _____

Position _____

Check enclosed for $3.00 for lunch ☐

(Return to NCSNA by February 15)

Continuing Education

Jan. 31-Feb. 1, 1974—Diabetes Teaching Nurse Workshop, Carrington Hall, Chapel Hill, sponsored by Continuing Education Program, UNC-CH School of Nursing. Fees: $50. Johnston Scholarships available.

Feb. 7-8, 1974—Problem Oriented Medical Record System, Chapel Hill, sponsored by Continuing Education Program, UNC-CH School of Nursing. Fees $25 one day, $50 two days. Johnston scholarships available.

March 11-15, 1974—Practical Approaches to Diabetic Teaching, with follow-up session on May 17. Sponsored by Continuing Education Program, UNC-CH School of Nursing. Fees $150 for both sessions. Johnston scholarships available.

March 22-29, 1974—Newer Concepts of Care for Patients with Respiratory Disease, Louisiana State University Medical Center, New Orleans, sponsored by American Lung Association of La. ANA is a co-sponsor. Tuition $85. Scholarships available from local Christmas Seal Associations. Contact American Lung Assoc. of La., 333 St. Charles Ave., Suite 1504, New Orleans, La. 70130

April 1-3, 1974—Audiometry and Hearing Conservation in Industry, Troy, N. Y., Sponsored by Renssalear Polytechnic Institute and Albany Medical Center. Contact the Institute at Communications Center 209, Troy, N. Y. 12181

About people . . . .

Mrs. **Mildred Eaker** of Gastonia has retired after 30 years in nursing, for the past 20 years as public health nursing supervisor in the Gaston County Health Department...Mrs. **Parker Adams** of Boone is the new director of nursing at Caldwell Memorial Hospital...**Dr. Ruby Wilson** dean of the Duke School of Nursing, has been appointed to a four-year term on the National Advisory Council on Nursing Training, which advises the HEW Division of Nursing on its grant programs for schools and students of nursing and reviews grant applications ...**Martha Henderson**, FNP, Raleigh, has been appointed to the Steering Committee of the new Council on Family Nurse Practitioners being organized by ANA... **Rose H. Pendergrass** is the new director of nurses at McPherson Hospital in Durham...**Mrs. Sharon G. Trantham** has joined the staff of the Inservice Education Department of St. Joseph's Hospital, Asheville...**Barbara Bain** is the new chairman of the Health Occupations Division and director of the AD nursing program at Craven Community College, New Bern ...**M. Irene Lassiter** retired last month as public health director in Harnett County and after 37 years on the staff of the Harnett County Health Department ...**Margaret E. Campbell** has been appointed assistant professor at the School of Nursing, UNC-Chapel Hill... **Dr. Ada F. Most** has been appointed director of academic programs and associate professor at the Duke School of Nursing. She formerly was on the faculty at the U. of Texas School of Nursing, Austin. Her responsibilities include development of new undergraduate programs and assistance to the faculty in exploring possible development of graduate and continuing education programs...Other new Duke faculty appointments are: **Jane E. Anderson, Margarita M. Farrington, Jean G. French, Kathlyn A. Gaines, Donna Hewitt, Cleone M. Hill, Carol Clarke Hogue, Jane S. Kaufman, Mary K. Kirkpatrick, Kathleen M. Kusel, Sally Carson Messick, Margaret S. Rosser, Constance M. Smith** ...**Mrs. Mary Byrd Jessup** has retired after 19 years on the staff of the Cumberland County Health Department. She formerly worked in the Halifax, Black Mountain, and Cumberland County Tuberculosis Sanatoriums.

REGISTERED NURSES — New Grace Hospital offers stimulating patient care involvement, paid holidays, vacation and other benefits. Within driving distance of Carolina ski slopes.
Call collect Personnel Director, Grace Hospital, Morganton, N.C. 28655, Telephone 704-437-4511, Extension 202.

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Editor

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Mrs. Nancy Titus ..... 1st Vice-President
Elizabeth Holley ..... 2nd Vice-President
Mrs. Carolyn Greene ..... Secretary
Mrs. Violet Britt ..... Treasurer

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Tar Heel Nurse

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Booth appointed to Nursing Board

Audrey J. Booth, Durham, has been appointed by Governor James E. Holshouser, Jr., to membership on the North Carolina Board of Nursing. She was recommended for the appointment by NCSNA Board of Directors.

Miss Booth is director of statewide activities for the University of North Carolina School of Nursing, Chapel Hill. She represents the school in various projects, including Area Health Education Centers and coordination of the use of clinical facilities outside N. C. Memorial Hospital.

Appointed for a term expiring January, 1977, Miss Booth fills the vacancy created by the resignation of Mrs. Mary Ellen Lutz, Asheville.

Recently NCSNA recommended additional qualified nurses to the Governor for appointment to the Board of Nurses for the two regular terms expiring in 1978.

Commissions elect interim chairmen

NCSNA's four commissions have balloted to elect interim chairmen for the 1973-75 biennium.

Mrs. Becky Holland Taylor is the chairman of the Commission on Practice; Mrs. Ruth Peters, chairman of the Commission on Member Services; Mrs. Jo Anne Alston, chairman of the Commission on Education. Balloting by the Commission on Health Affairs has not been completed.

The Commission chairmen will serve on the Board of Directors until 1975 elections.

Two interim Board members were to be elected by the Council of District Presidents at a meeting on February 21.

Commissions also were scheduled to meet on February 21 to continue planning for the 1974 Clinical Sessions, plan for legislative activities, study NCSNA responsibilities for continuing education, and provide further guidance in responding to the impact of the pending Taft-Hartley amendment.

Building Underway . . . . .

Work has begun on the new headquarters building!

Final paper work was completed early this month, giving the "go ahead" to the contractor.

We will give you regular progress reports through the *Tar Heel Nurse* as the building goes up.

Individuals and districts are urged to continue their building fund efforts. Our need for additional funds for landscaping, furnishings, and other building costs are great. We are looking forward to occupancy in 1974!

Bills provided for advanced placement

Legislation providing for selected programs in nursing education to develop and implement "advanced placement programs" has been introduced in the 1974 session of the General Assembly.

The legislation is a result of interim study by the House and Senate Health Committees of a bill introduced late in the 1973 session relating to veterans with military corpsman training taking the RN, LPN, and dental hygienist licensure examination without further educational preparation.

NCSNA testified during the study session that the 1973 bill (HB 1204) was not an approriate approach to utilizing the skills and training of corpsmen veterans. NCSNA favors use of the "advanced placement mechanism" to assist various categories of people with some previous training — including corpsmen — to meet the educational requirements for taking the licensure examination.

HB 1469, sponsored by Reps. John Gamble and Nancy Chase, would "provide opportunity for advanced placement in educational programs in nursing, practical nursing, and dental hygiene" for persons with special capabilities through military training, other training, or work experience.

HB 1470 would appropriate $15,000 for the 1974-76 fiscal year to assist the following schools in developing "advanced placement programs": Western Carolina University, Cullowhee; Western Piedmont Community College, Morganton; UNC-Charlotte; Central Piedmont Community College, Charlotte: UNC-Greensboro; UNC-Chapel Hill; East Carolina University, Greenville; Fayetteville Technical Institute; and W. W. Holding Technical

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Consultant discusses NLRA amendment

What an amended National Labor Relations Act will mean to the health care field was discussed by Cosimo Abato, Baltimore attorney and labor relations consultant, at a meeting of NCSNA leadership on February 21 at the N. C. State Faculty Club, Raleigh.

Mr. Abato is the attorney for NCSNA and ANA in the "VA Salisbury Case". He was keynote speaker at a conference in November in Kansas City conducted by the ANA Commission on Economic and General Welfare. Knowlegeable about the Taft-Hartley Act (NLRA) and its impact on labor and industry, Mr. Abato "tells it like it is". He also participated on February 22 and 23 in the Graduate School Symposium, UNC-Chapel Hill School of Nursing, held at Quail Roost. Others scheduled to participate in the symposium were Connie Holleran of ANA's Washington office; Mrs. Nancy Chase, Chairman of the Health Committee, N. C. House of Representatives; Mary McRee, executive director, N. C. Board of Nursing; and Mrs. Frances N. Miller, NCSNA executive director.

A meeting on February 1 for nurses in management positions was attended by 116 directors of nursing, associate and assistant directors. Speaker was Paul Lehman, member of the ANA Commission on Economic and General Welfare and director of nursing at Philadelphia State Hospital.

Mr. Lehman discussed the role of the director of nursing in collective bargaining. A panel fielded questions and led audience discussion. Panel members were Mr. Lehman; Eugene Smith, director of nursing at Charlotte Memorial Hospital; Casmira Marciniszyn, director at Mercy Hospital, Charlotte; and Gaylord Snyder, director at New Hanover Memorial Hospital, Wilmington.

New regulations for private duty fees

The Cost-of-Living Council has placed private duty nurses under the Council's pay wing, and private duty nurses now are eligible for a fee increase of 5.5% per year.

This annual fee increase cannot be accumulated or carried over to the next year — the 1974 allowable increase must be taken in 1974. No notice or prior approval is necessary for an increase not exceeding 5.5%. Exceptions requests still may be filed if an increase in excess of 5.5% is sought.

Private duty nurses who received exception in 1973 for increases in excess of 2.5% should review the 1973 exception orders. In some cases these were subject to the condition that no further increases could be taken before the date specified in the exception order.

Copies of the notice of the Cost-of-Living Council's new regulation on private duty fees have been sent to each district association.

EMS office plans Seminar on 911

The North Carolina office of Emergency Medical Services will conduct a "Seminar on 911" on February 28, beginning at 10 a.m., at Burroughs Wellcome, Research Traingle Park. NCSNA is one of several sponsoring organizations, including health and law enforcement groups.

The seminar is designed to encourage exploration and evaluation of the concept of a single telephone number (911) for citizen access to emergency services of all kinds. The concept was launched nationally several years ago and has been implemented in several localities.

On the program at the February 28 seminar are: Leo Greco, Federal Information Officer on 911 Office of Telecommunication Policy; Stefan Guzy, National coordinator on 911 for AT&T; Forest Stroud, General Telephone Electronics Service Corporation; and Neil A. Swift, director of communications, New York Public Service Commission.

NCSNA members nominated for ANA honors

Virginia Stone

Norma Harris

Two NCSNA members have been nominated for top ANA honors.

The nomination of Dr. Virginia Stone for ANA Honorary Recognition, made last fall by the NCSNA Board of Directors, has been endorsed by a number of other SNA's. The nomination cited Dr. Stone's contribution to the advancement of geriatric nursing practice. Dr. Stone is a member of the faculty of Duke University School of Nursing.

The Board also joined with District Eleven in nominating Norma Harris of Durham for the ANA Honorary Nurse Practitioner Award. Miss Harris is nurse clinician for the Renal Transplantation Team at Duke Medical Center. During her eight years on the Transplation Team, she has served more than 600 patients and their families, provided consultations to the medical and nursing staff, authored clinical papers, aided in clinical research, and shaped the role of the independent nurse clinician at Duke. ANA will announce the award recipients at its 1974 Convention in June in San Francisco.

1974 BUDGET

(Adopted by Board of Directors on December 7, 1973)

ESTIMATED INCOME

Cash Balance, January 1, 1974	$15,000.00
Membership Dues (3,100 members; 300 associates)	81,250.00
THN Advertising and Subscriptions	750.00
Clinical Sessions	6,000.00
Student Nurse Association (reimbursement for supplies and services)	500.00
Workshops and Conferences	3,000.00
Miscellaneous	500.00
TOTAL AVAILABLE FOR OPERATING EXPENSES	$107,000.00

DISBURSEMENTS

Administration (auditing, bonding, utilities, property taxes) insurance, office supplies and equipment, postage, telephone, etc.	$12,785.00
Clinical Sessions	6,000.00
Workshops and Conferences	3,000.00
Delegates to ANA Convention	3,400.00
Organizational Dues	332.50
Personnel Costs	52,149.00
Commissions, Forums, Sections, Conf. Groups	2,000.00
Special Services (Legal)	1,200.00
TAR HEEL NURSE	4,000.00
Travel (officers, committees, commissions, staff, etc.)	11,000.00
Miscellaneous (Committee projects, etc.)	600.00
NCSNNE Implementation	1,500.00
Moving Expense	1,000.00
Savings & Contingency	8,033.50
TOTAL BUDGETED	$107,000.00

Note: The Board of Directors has directed the Finance Committee to review and propose revisions in the budget, as appropriate, when needs are known for implementing the current Economic and General Welfare Program and for moving into the new headquarters building later in the year.

News briefs. . .

More than 40 nurse educators, hospital administrators, directors of nursing and supervisory nurses participated in a continuing education workshop on February 21-22 at the Velvet Cloak Inn, Raleigh, where ways were explored for nursing services in hospitals, medical centers, and other such facilities to better use the skills of associate degree nurses.

The two-day workshop was sponsored by the National League for Nursing Council of Hospital and Related Institutional Nursing Services (CHRINS) and the North Carolina League for Nursing.

Vercie M. Eller, assistant director of Health Occupations and consultant for nursing, Department of Community Colleges, N. C. Board of Education, was workshop chairman.

* * * * * * * * *

The Tidewater Heart Association and District IV, Virginia Nurses' Association will conduct the "Second Annual Cardiovascular Nursing Symposium at Sea" in September 1974.

Destination is Bermuda aboard the Greek Line's T55 Queen Anna Maria. Faculty will be Lucille Kinlien, associate professor of nursing, Georgetown University, and Capt. John J. Dempsey, Clinical director, Portsmouth (Va.) Health Department. For further information contact: Tidewater Heart Association, 891 Norfolk Square, Norfolk, Va. 23502.

* * * * * * * * *

Scheduled for March 26-28 in Chicago at Pick-Congress Hotel is a "Joint Program on Quality Assurance for Patient Care: An Interdisciplinary Approach," conducted by the American Hospital Association, in cooperation with ANA.

Purpose of the program is to provide information that will assist the nursing service director, administrator, medical director, and other members of the interdisciplinary patient care team in developing an effective evaluation system of patient care in their health care facility.

The fee is $75 per person. Application forms are available from NCSNA headquarters.

* * * * * * * * *

The University of North Carolina is looking for a qualified nurse for the position of director of continuing education for nursing. The director will report to the vice-president for academic affairs.

Applicants must: hold a graduate degree(s); be an experienced educator, knowledgeable of all types of education for nursing; have planning and organizational abilities; have demonstrated interest in continuing education; and be available to travel throughout the state.

For more information contact Dr. Ralph H. Boatman, Chairman, Search Committee, UNC General Administration, P. O. Box 2688, Chapel Hill, N. C. 27514.

Esther Lucile Brown to keynote 1974 ANA convention in San Francisco

Ester Lucile Brown, Ph. D., lecturer and author of numerous books dealing with the health care field and the professions, will be the keynote speaker at the 1974 convention of the American Nurses' Association, June 9-14, at San Francisco.

Dr. Brown will speak at the opening session, June 9 at 8 p.m., on "Nursing Today and for the Future." Her book, *Nursing for the Future,* published 1948, provided a major thrust to upgrading nursing education.

The convention theme, "Special Interests — Common Goals." will be reflected in the meetings of the ANA Councils and special interest groups, forums, and clinical sessions. The Divisions in Practice will present a variety of sessions dealing with issues and developments in nursing practice.

NCSNA will be represented in the House of Delegates by 19 elected delegates and delegates-at-large. A major change in the format of the convention provides an opportunity for open hearings on resolutions prior to their being considered by the House of Delegates. The hearings will begin Sunday afternoon, June 9, at San Francisco's convention center.

Advance registration ($45 for members, $70 for non-members) must be postmarked by April 30. NCSNA president and staff have requested housing reservations at the Townhouse, near the Civic auditorium, where convention sessions will be held. The housing request has been confirmed.

A meeting will be arranged approximately one month prior to the ANA convention for the NCSNA delegates to discuss issues coming before the convention.

New and Reinstated Members

(December and January)

District One
Mrs. Louise P. Collins
Mrs. Mary E. Haney
Linda M. Jackson
Leota McCarthy

District Two
Susan R. Lawrence

District Three
Mrs. Edna C. Brown
Mrs. Marie M. Miller
Belinda G. Tilson

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Mrs. Katherine M. Marsh
Mrs. Phyllis K. Tollison

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Mrs. Margaret K. Durham
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Jeanne E. Haibach
Mrs. Vera E. Hairr
Mrs. Mary W. Hamann
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Zona T. Cummings
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Cindy Freund
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Mrs. Norma G. Jackson
Mrs. Lyda P. Johnson
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Rita E. Monarrez
Ellen E. Murphy
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Mrs. Julia M. Thigpen

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Mrs. Sallie A. Drake

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Mrs. Deborah B. Ray
Donna J. Walker

District Twenty-Nine
Mrs. Bernice N. Canfield
Mrs. Reola H. Hoyle
Mrs. Mildred M. McElveen
Mrs. Emily S. Richardson

District Thirty-Two
Jane Taylor

Interest Indicator

The "Interest Indicator" below is designed to help us identify the special interests of members and develop mailing lists for the division, commission, forums, sections, conference groups, etc. We are also eager to identify nurse specialists in the state.

Every member is urged to complete the form and return it to NCSNA Headquarters, P. O. Box 12025, Raleigh, N. C. 27605.

Name _____ District _____

Address _____

Position _____

Employer _____

Division on Practice

- ☐ Community Health
- ☐ Geriatrics
- ☐ Maternal/Child Health
- ☐ Medical-Surgical
- ☐ Psychiatric/Mental Health

Section

- ☐ Nursing Service Administrators
- ☐ Office Nurses
- ☐ Private Duty
- ☐ Public Health
- ☐ School Nurses

Educational Forum

- ☐ Baccalaureate and Higher Degree
- ☐ Diploma
- ☐ Associate Degree
- ☐ Practical Nurse Education
- ☐ Inservice
- ☐ Continuing Education

Conference Group: ☐ Family Nurse Practitioner ☐ Operating Room

Check if you qualify for membership in any of ANA's Councils:

- ☐ Continuing Education
- ☐ Family Nurse Practitioners
- ☐ Advanced Psychiatric Nurse Practitioners
- ☐ Nurse Practitioners in Nursing of Children
- ☐ Nurse Researchers
- ☐ Nursing Service Facilitators
- ☐ Advanced Practitioners in Medical — Surgical Nursing

If your area of nursing expertise and interest is not adequately described or identified in above categories, indicate here how you would describe your interest or specialty

_____

(Return to NCSNA, P.O. Box 12025, Raleigh, N.C. 27605)

HEALTH SCIENCES LIBRARY MAR 1 1974

About people . . . .

Miriam Daughtry retired on January 31 from her position as consultant in health occupations, Department of Community Colleges. She was honored just before retirement at a reception given by the Department. Among the many gifts she received was a diamond wrist watch from practical nursing educators and teachers . . . Also retiring recently was **Dorothy Ritchy,** assistant director of nursing, Craven County Hospital. Hospital employees honored her at a tea . . . **Mrs. Sharon G. Trantham** of Asheville has been appointed to the staff of the inservice department of St. Joseph's Hospital Asheville . . . **Doris Block** of the Division of Nursing has been appointed chief of the Nursing Research Section in the Division's Nursing Research Branch.

REGISTERED NURSES — New Grace Hospital offers stimulating patient care involvement, paid holidays, vacation and other benefits. Within driving distance of Carolina ski slopes.
Call collect Personnel Director, Grace Hospital, Morganton, N.C. 28655, Telephone 704-437-4511, Extension 202.

DIRECTOR OF NURSES: For 50 bed JCAH community hospital, beginning expansion program. Located in Southwestern N. C. town of Franklin. Close proximity to Atlanta, Ga., and Asheville, N. C. Excellent opportunity for right individual. Salary commensurate with education and experience. Call or submit resume and salary requirements to: J. M. Crawford, Administrator, Angel Community Hospital, Franklin, N. C. 28734, phone 704-524-2126.

(Continued from page 1)

Institute, Raleigh.

The bills have been approved by the House and are now in the Senate.

Tar Heel Nurse

Vol. 36, No. 2 February 1974

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Mrs. Frances Miller
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103 Enterprise Street, Raleigh, N.C.
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Tar Heel Nurse

Volume 36, Number 3 | Official Publication of the North Carolina State Nurses Association | March 1974

March 20 workshop features state, federal legislation

Nothing herein shall prohibit any individual employed as a supervisor from becoming or remaining a member of a labor organization. . . ."

Sec. 14(a) — National Labor Relations Act.

Some nurses in supervisory and management positions have been told that it will be illegal for them to belong to ANA and NCSNA when the Taft-Hartley amendment passes. This is *not true*. Sec. 14 (a) of the National Labor Relations Act clearly states their membership rights.

Don't be fooled! You can expect to be told a lot that is not correct to keep you from exercising your rights.

Participation by hospital directors of nursing in NCSNA functions *relating to collective bargaining* will be affected. But they can continue their participation in the many other important professional activities which have always been primary goals and objectives of ANA and NCSNA and which are not related to collective bargaining.

Mrs. Nancy Chase, chairman of the Health Committee of the House of Representatives, North Carolina General Assembly, and Pat Logue of the ANA Washington staff, will be the principal speakers at NCSNA's 1974 Legislative Workshop on Wednesday, March 20, at the Holiday Inn—Downtown, Raleigh. The program starts at 9:30 a.m.

Following a short overview of where we have come in the past few years, Mr. Logue will discuss the various bills in the Congress affecting the health care industry. Mrs. Chase then will discuss the legislative process and how it is affected by interest groups.

During lunch there will be a briefing on any bills pending in the General Assembly of concern to nurses.

The time following lunch is set aside for those attending to visit the General Assembly to meet with their lawmakers and to attend a session of the House or Senate. Individuals are urged to contact their lawmakers by letter or telephone in advance to set up appointments for these visits at 1:30. House and Senate sessions are at 2:30. The Holiday Inn Downtown is within walking distance of the Legislative Building.

Members of NCSNA and students will pay only the price of the lunch ($3.00); cost for non-members is $5.00. Notify NCSNA *in advance* if you wish to attend. Use the form below, or a duplicate of it.

FNP appointed to Human Resources Board

Mrs. Land

Mrs. Marjorie Land, FNP, Chapel Hill, has been appointed to the 15-member Board of Human Resources by Governor Jim Holshouser.

She is the only nurse on the Board.

A member of District Eleven, Mrs. Land is associated with the Orange-Chatham Comprehensive Health Services Chapel Hill Clinic and is a member of the UNC School of Public Health faculty. A native of Williamston, Mrs. Land was graduated from the A&T State University School of Nursing and formerly held staff positions at N.C. Memorial Hospital and at the Frank Porter Graham Child Development Center in Chapel Hill.

Going to the ANA convention in San Francisco? Send us your name and San Francisco address for our list.

MARGARET B. DOLAN

Dr. Margaret B. Dolan, a past president of NCSNA and of ANA, died in Chapel Hill on Wednesday, February 27, after a long illness.

A memorial service was held on Sunday, March 3, at Binkley Memorial Church, Chapel Hill.

Mrs. Dolan had served as president of the National Health Council and of the American Public Health Association. Until last year she was chairman of the Department of Public Health Nursing, UNC School of Public Health.

NCSNA Legislative Workshop — March 20, 1974

Name _____

Address _____

Check enclosed for: ☐ $3.00 for member ☐ $3.00 for student ☐ $5.00 for non-member

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Uterine Cancer Task Force, N. C. Division, American Cancer Society

Evelyn Morgan ..... Durham

Board of Directors to meet March 27

The Board of Directors will hold its next meeting on Wednesday, March 27, 1974, at the Hilton Inn, Greensboro.

This is the regular midyear meeting held in connection with the spring meeting of the Coordinating Council of NCSNA and NCLN. The North Carolina League for Nursing begins its annual meeting on March 28, and the Student Nurse Association of North Carolina holds its annual meeting March 29-30, also at the Hilton Inn.

Major items on the NCSNA Board's agenda will be: progress report on building, developments in continuing education, reports from commissions, progress report on legislation, progress report on Economic and General Welfare activities.

New members of the Board are Gaylord Snyder, elected interim chairman of the Commission on Health Affairs; Mrs. Martha Darnell, recently elected chairman of the Council of District Presidents; and Mrs. Harriet Poole, elected as the Council's second representative to the Board.

Board meetings are open to members of the Association. Those planning to attend should notify NCSNA in advance.

BUILDING

Grading has been done for the new building.

Additions to the Committee of One Hundred are: Audrey Booth of Durham, Mrs. Atha Raulston of Greensboro, and Edna Henizerling of Statesville, honored by the N.C. Baptist School of Nursing Alumni Association.

Subcommittee plans 1974 Clinical Sessions

Mrs. Mary Lou Moore is chairman of the Subcommittee of the Commission on Practice which is planning the 1974 Clinical Sessions.

Serving with her are Mrs. Pat Hayes, Sister Patricia Doyle, Mrs. Adrienne Jackson, and Mrs. Betty Eller. The subcommittee hopes to have announcement soon of the theme and major participants.

The Commission has designated a second subcommittee on implementation of the ANA Standards of Nursing Practice. Louise Clark is chairman, and members are: Mary McColm, Donna Schafer, Sister Therese Galligan, and Mrs. LaVonne Stokes.

NLRA amendment moving in Congress

Late last month the Senate Labor Subcommittee in Congress was preparing to report out the Taft-Hartley amendment. The bill is a compromise between organized labor and the American Hospital Association.

This development meant that the bill is moving more rapidly than some had expected.

NCSNA staff continues to visit with many districts to explain the impact of this legislation.

ANA has committed additional monies to gearing up E&GW activities as the amendment nears final action in Congress. The funds will be used to augment the ANA staff and services in the Economic and General Welfare Department and to assist states in their E&GW programs. NCSNA has submitted a proposal to ANA for funding for an additional staff person to be responsible for the increased activity, for consultation, and for travel and communications.

Continuing Education

March 18-19, 1974—Repeat course, "Nursing Audit-Measuring the Quality of Patient Care", Continuing Education Program, UNC-Chapel Hill School of Nursing. Johnston awards available. Faculty: Joan Ganong, Ruth Harris.

April 8-9, 1974—"Results-Oriented Performance Evaluation", Continuing Education Program, UNC-Chapel Hill School of Nursing. Tuition $50; Johnston award available for $25. Faculty: Joan Ganong.

April 8-11, 1974—Southeastern Surgical Congress Sessions for Nurses, Marriott Hotel, Atlanta, Ga. Fee: $10 entire meeting; $5 one day.

April 10-12, 1974—"Human Learning through Human Teaching", Continuing Education Program, UNC-Chapel Hill School of Nursing. Tuition $75; Johnston awards available. Faculty: Joan Ganong.

April 11, 1974—"Legal Problems of Older Americans: Advocacy by Professionals", Duke Medical Center. Sponsored by Duke Center for Study of Aging, and School of Law. No fee.

April 22-24, 1974—"The Essence of Nursing", Patrick Henry Community College, Martinsville, Va. Fee $25.

May 6-24, 1974—"Care of Patient with Valvular Heart Disease and Cardiomyopathies", Continuing Education Program, UNC-Chapel Hill School of Nursing. Tuition $200 (Johnston awards available).

Calendar

March 20, 1974
NCSNA Legislative Workshop, Holiday Inn—Downtown, Raleigh

March 28-29, 1974
Annual Meeting, N.C. League for Nursing, Hilton, Greensboro

March 29-30, 1974
Annual Convention, Student Nurse Association of North Carolina, Hilton, Greensboro

May 20-21, 1974
JCAH Workshop on Evaluation and Documentation of Nursing Care, cosponsored by NCSNA and N. C. Hospital Association, Royal Villa, Raleigh

May 23-24, 1974
JCAH Workshop on Evaluation and Documentation of Nursing Care, cosponsored by NCSNA and N. C. Hospital Association, Downtowner—East, Charlotte

June 9-14, 1974
ANA Biennial Convention, San Francisco

October 3-4, 1974
NCSNA Biennial Clinical Sessions, Eastern Area, Hilton, Wilmington

October 10-11, 1974
NCSNA Biennial Clinical Sessions, Western Area, Sugar Mountain Ski Lodge, Banner Elk

Chi Eta Phi finalist for Mary Mahoney Award

NCSNA has been notified that its nominee for the 1974 Mary Mahoney Award —Chi Eta Phi Sorority—is one of six finalists being considered for the award.

The notice also revealed that nine other SNA's have nominated the Sorority.

The award is presented biennially by ANA to the individual or group making a significant contribution to integration in Nursing.

The Sorority's major purpose is recruitment for nursing through local and national scholarship awards.

No charter trip planned for convention

Because of the fuel crisis and its unknowns and the difficulties of meeting minimum group requirements, NCSNA is not pursuing plans for a charter trip to San Francisco for the ANA convention in June.

Each person planning to attend should make his own travel arrangements. Some air excursion fares are available from travel agents. These fares (seven days stay) at this date are approximately $287 (Charlotte), $294 (Greensboro), and $300 (Raleigh).

About people . . . .

Nurse of the Year

Mrs. Carlene Thompson of Whiteville was selected "Nurse of the Year" for 1973 by District Sixteen and received an ANA pin at the award ceremony. She is shown above, right, receiving the pin from Mrs. Norma Stroscio, district president. Mrs. Thompson is a charter member of the district and is supervisor of the obstetrical department of Columbus County Hospital.

Mrs. Wanda Johnson has resigned as chairman of the NCSNA Division on Medical-Surgical Practice. She has entered full time study at East Carolina University. Sister Patricia Doyle, who was a candidate for the chairmanship at the Division's organizational meeting during convention, is filling the post until the next biennial meeting. . . . Mrs. Naomi J. Peoples has retired as director of nurses of the Visiting Nurse Service of Forsyth County Health Department. The VNS Memorial Fund has been named in her honor. . . . Mrs. Margie Erwin received District Twenty-Nine's Special Recognition Award for 1973.

New and Reinstated Members

(February)

District 1
Mrs. Donna Branberg
Mrs. Genella Hunt

District 2
Geraldine Roberts

District 3
Mrs. Vergie Milstead
Mrs. Catherine Pomper
Mrs. Carol Dykstra
Mrs. Donna Schmid
Mrs. Nellie White

District 4
Brenda Martin

District 5
Angela Alexander
Patricia Connor
Mrs. Lois Goodrum
Mrs. Rebekah Hill
Mrs. Margaret Painter
Mrs. Alma Raynor
Margaret Russell
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Mrs. Barbara C. Whittemore

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Mrs. Barbara McIntyre

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Mrs. Angeline Battle
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Mrs. Jodi Winterkorn

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Renee Crabtree
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District 18
Frances Edwards

District 21
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Carol Beshears
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Mrs. Sylvia Matthews

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District 29
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REGISTERED NURSES: New Grace Hospital offers stimulating patient care involvement, paid holidays, vacation and other benefits. Within driving distance of Carolina ski slopes.
Call collect Personnel Director, Grace Hospital, Morganton, N.C. 28655, Telephone 704-437-4511, Extension 202.

REGISTERED NURSES: Immediate openings in large progressive hospital in northern California. CCU and ICU positions on 3-11 and 11-7 shifts. Transfer to 7-3 based on tenure. On going in-service education programs. Good salary and liberal fringe benefits.
Write: Personnel Department, Sutter Community Hospitals, 2820 "L" Street, Sacramento, California 95816.

Tar Heel Nurse

Vol. 36, No. 3 March 1974

Official Publication of the North Carolina State Nurses' Association, P.O. Box 12025, Raleigh, N. C. 27605. Published 10 times a year. Subscription price $5.00 per year; included with membership dues.

Mrs. Frances Miller
Editor

Rose George..... President
Mrs. Nancy Titus..... 1st Vice-President
Elizabeth Holley ..... 2nd Vice-President
Mrs. Carolyn Greene ..... Secretary
Mrs. Violet Britt..... Treasurer

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Tar Heel Nurse

Volume 36, Number 4 | Official Publication of the North Carolina State Nurses' Association | April 1974

Membership workshop to be May 15, Raleigh

ANA's Membership Programs Department and NCSNA will conduct a state membership workshop on Wednesday, May 15, at the Royal Villa, Highway 70-West, Raleigh. Hours are 9:30 – 4:30.

Entitled "The Numbers Game", the workshop is designed to unify and direct membership efforts. District officers and members of district and NCSNA membership promotion committees are especially urged to attend, although the workshop is open to any interested member. The cost per person for registration, lunch and coffee breaks will be $5.00. Districts are urged to finance the attendance of as many district representatives as possible. Preregistration is requested.

The workshop will be conducted by Kathy Remund, coordinator, ANA Membership Programs Department. Special membership promotion materials, developed by ANA, will be provided.

VA Salisbury Case
- - - Story on page 4

Board approves establishing program for continuing education recognition

The Board of Directors at its March 27 meeting approved a recommendation from an ad hoc committee that NCSNA establish a Continuing Education Recognition Program for nurses.

The recommendation came from an ad hoc committee of the Commission on Education. The committee is composed of the chairman of each forum, each of whom selected an additional member, in most cases a consumer of continuing education. Mrs. Donna Thigpen, chairman of the Forum on Associate Degree Programs, chairs the ad hoc committee.

The Board's action charges the ad hoc committee with the responsibility for designing a Continuing Education Recognition Program (CERP) for approval of the Board. The ad hoc committee is meeting next on April 24.

"Continuing Education Guidelines for State Nurses Associations" have been developed by ANA, along with "Standards for Continuing Education in Nursing". The Guidelines identify as a responsibility of the SNA "providing an appropriate method for recognizing the individual nurse's involvement in continuing education."

NCSNA's Forum on Continuing Education is also engaged in significant projects. At a meeting on March 19, the Forum established a committee to study Standards for Continuing Education in Nursing in North Carolina. Members are Nancy Anderson, Inservice Department, Baptist Hospital, Winston-Salem; Thelma Parsons, Inservice Department, Wake Memorial Hospital, Raleigh; Margaret Keller, nursing education coordinator, Division of Health Services, Raleigh; Bonnie Hensley, Continuing Education Program, School of Nursing, UNC-Chapel Hill; and Sharon Farley, director of continuing education, Western Carolina University, Cullowhee.

A second project planned by the Forum is regional workshops at which nurses will explore: What is a CEU? What is the NCSNA position on mandatory continuing education for relicensure? and standards for continuing education. Appointment of a committee representative of the state's geographical areas to plan these workshops is underway.

Clinical sessions theme: Nurse as Change Agent

"The Nurse as a Change Agent" is the theme for the 1974 Clinical Session.

The program will be within a two day framework and will be offered in two locations – October 3-4 at the Hilton (formerly Timme Plaza) in Wilmington and October 10-11 at Sugar Mountain Ski Lodge, Banner Elk.

Preliminary program plans provide for an opening keynote session on the first day, followed by luncheon meetings for the five practice divisions: Community Health, Medical-Surgical, Maternal-Child Health, Geriatric, and Psychiatric-Mental Health. On the afternoon of the first day, clinical groups will further explore the theme.

(continued on page 2)

HEALTH SCIENCES LIBRARY

Auditorium of new NCSNA headquarters to be named for Margaret B. Dolan

The auditorium of NCSNA's new headquarters building will be named "The Margaret B. Dolan Auditorium", in memory of Mrs. Dolan, who died on February 27. An appropriate plaque will be installed to designate this room.

Margaret B. Dolan

This decision was made by the Board of Directors at its March 27 meeting.

Mrs. Dolan was a past president of NCSNA and of ANA. She earned an international reputation in the field of health and served as president of the National Health Council and the American Public Health Association. For a number of years she represented NCSNA on the North Carolina Medical Care Commission. She also was a member of the National Commission for Study of Nursing and Nursing Education.

The North Carolina General Assembly has passed a resolution honoring the life and memory of Mrs. Dolan, noting her many awards and honors, including honorary degrees from Duke University and the University of Illinois.

The auditorium of the new building will be approximately 950 square feet and will be used for conferences, small workshops, and other group functions. It will seat about 90-100 theater style and 40-50 conference style.

Building progress report

In between rainy days, footings have been poured for the new headquarters building, and the foundation is going up.

The Finance Committee and the Fund-Raising Committee are meeting jointly this month to assess needs for furnishings, equipment, and landscaping and to suggest ways to raise additional funds and donations for these.

It is hoped that districts and interested individuals will select items from these lists as special projects.

Eight new members have been added to the Committee of One Hundred, bringing our total to 55. The new members are:

Elaine Mashburn (honored by District One)

Mary Belle May (honored by Presbyterian Hospital Alumnae Association)

Annie Rhyne (memorialized by Presbyterian Hospital Alumnae Association)

Mrs. Nan Cummings, Asheboro

Eula Rackley Powers (honored by a friend)

Ethel Barfield (honored by a friend)

Cathryn Alford Johnson (honored by a friend)

Elva Williams (honored by a friend)

Duke student named 'Student Nurse of Year'

Kathi Noble

Kathi Noble, a junior at Duke University School of Nursing, is North Carolina's Student of the Year for 1974. She was selected by the Student Nurse Association at its 1974 convention March 29-30 in Greensboro.

She was selected from six candidates representing SNANC districts.

This summer Kathi will study the British health care system with students in medicine, hospital administration, and nursing. In August she will work at North Carolina's Diabetic Camp at Brevard. After becoming an R.N., Kathi hopes to study midwifery.

The Student Association elected as new president Charles Smith, a student at UNC-Wilmington.

ANA delegates to meet, discuss convention issues

NCSNA's delegation to the ANA biennial convention (June 9-14, San Francisco) will meet on May 17 at 10 a.m. at the N.C. State Faculty Club to discuss issues coming before the ANA House of Delegates.

Alternates, district presidents, members of the Board of Directors, and any interested member — especially those also planning to attend the convention — may attend the May 17 meeting. Lunch will be $3.00. Advance notice to NCSNA headquarters is urged.

Those attending will share any information they have about the candidates for ANA office. Jessie Pergrin, NCSNA member, is a candidate for ANA president.

Proposed amendments to the ANA bylaws which have been distributed to delegates would allow the House of Delegates to meet in a special meeting for the sole purpose of revising the ANA bylaws. Current bylaws provide that amendments may be handled only at a biennial convention.

The ANA Committee on Bylaws feels that before introducing any further changes in ANA bylaws, the Association must reaffirm or change the philosophical base upon which the Association is structured and currently functions. It is this committee's recommendation that bylaws changes be handled at a special convention, probably in 1975. Meanwhile, the Bylaws committee plans to conduct an intensive study of the needs of all structural units.

A major issue will be including the AJN as a membership benefit. Options for resolving this issue will be considered by delegates.

Clinical Sessions . . . . . .

(continued from page 1)

The morning of the second day will feature a task-oriented session. Lunch probably will be a general session devoted to progress reports on continuing education developments in NCSNA and throughout the state. In the afternoon a variety of small functional groups will further explore the theme. Each of these groups will plan its own program for this final session.

Planning the clinical sessions is the responsibility of the Commission on Practice. The subcommittee assigned to this task is composed of: Mrs. Mary Lou Moore, chairman, Sister Patricia Doyle, Mrs. Betty Eller, Mrs. Pay Hayes, and Mrs. Adrienne Jackson.

The full Commission is meeting on May 10 to approve the final plans for the program.

Fees for the clinical sessions, established by the Board of Directors, are:

If you pre-register — $10 for members; $20 for non-members.

If you register at the meeting — $12 for members; $25 for non-members.

One-day registrants will be charged one-half the two-day fee. There is no registration fee for students.

NCSNA to receive grant from ANA for E&GW needs

NCSNA expects a decision soon from the ANA Commission on Economic and General Welfare on our proposal for ANA financial support for implementing the E&GW Program in this state.

The need for additional staff resources is brought about by the amendment to the Taft-Hartley Act pending in Congress which will guarantee the rights of collective bargaining to nurses and other employees of private non-profit hospitals.

ANA and NCSNA have pledged to represent registered nurses in collective bargaining. The 1974 ANA budget, adopted in early February, provides increased funds to expand ANA services for the purpose of professional collective action. After surveying SNA's and their E&GW needs, NCSNA was placed in the category of states to receive direct allocation of monies toward establishment of a staff position. NCSNA's Finance Committee is meeting this month to review the 1974 budget for possible reallocation of funds to supplement the ANA grant to provide the staff resources needed.

ANA will expand its own E&GW staff, including employment of a public relations representative for the E&GW Department, and will provide assistance to states in new litigation of national importance.

NCSNA continues to pursue its efforts to inform all nurses of the implications of the pending amendment. Staff have addressed numerous district associations and several student groups and have many other district visits scheduled.

The "Guide for Organizing a Registered Nurse Unit" has been revised and is available upon request from NCSNA headquarters.

Liability Insurance

ANA has discontinued sponsorship of the professional liability insurance program underwritten by the Royal-Globe Group of Insurance Companies. Reasons given by ANA were that Royal-Globe did not require ANA membership and there was inadequate clearance with ANA of advertising materials. ANA is negotiating replacement coverage. Announcement of the new program is expected in early May.

Mini-workshops planned for district officers

Instead of a statewide workshop for district officers this year, we are trying a new approach — "District Officers Day in NCSNA Headquarters".

Headquarters staff have set aside the third Thursday in each month, May through September, for mini-workshops right in our offices. District presidents have received a schedule for signing up for the Thursday of their choice.

Officers and committee chairmen of a district are urged to come together. The day will be structured so that officers can see their headquarters in operation and get to know the entire staff. Routines will be demonstrated, so that district leaders can better understand their organizational responsibilities. Each staff member will have a chance to "show and tell".

The schedule will include discussion of the overall program of work of ANA and NCSNA, the structure of NCSNA, relationship of the three levels of the organization and of the organization with allied groups, district responsibilities, duties of district officers and committees, and the NCSNA fiscal operations.

May observed as Mental Health Month

May has been declared Mental Health Month throughout the United States to place emphasis on this vital subject which affects all our citizens. Many activities are planned throughout North Carolina — Open Houses at state hospitals, mental retardation centers and community mental health centers, as well as programs sponsored by local chapters of the N. C. Mental Health Association and the N. C. Association for Retarded Children. BECOME INVOLVED AND LEARN what is going on in the field of mental health in our state by visiting a program or chapter and talking to people.

PRIVATE DUTY FEES

Officials of the Health Division, Cost of Living Council, have clarified regulations concerning increases in private duty fees and have advised that prohibitions against fee increases which were contained in orders issued by the Office of Health (prior to the transfer of jurisdiction over private duty nurses from price to wage stabilization jurisdiction) no longer have legal effect.

The 5.5% increase now allowed private duty nurses in the calendar year may be made at any time during the year.

NEW AND REINSTATED MEMBERS
(March)

DISTRICT ONE
Mrs. Joyce Coates
Mrs. Robena Fitch
Mrs. Joyce Henson
Mrs. Helen Millar
Janice Nelson
Jean M. Ritchie
Mary Westerberg

DISTRICT TWO
Mrs. Edith Anderson
Mrs. Louise Avery
Mrs. Reba Barnes
Mrs. Nell England
Mrs. Kathy Williams
Mrs. Mary Alice Withers

DISTRICT THREE
Mrs. Frances Hutchinson
Mrs. Margie Priddy
Mrs. Betty Simmons
Mrs. Lilian Walker

DISTRICT FOUR
Mrs. Julie Bailey
Mrs. Joann Raby

DISTRICT FIVE
Mrs. Linda Hamann
Mrs. Pamela Maner
Mrs. Arlene Rushin
Martha Slavinski
Mrs. Judy Tucker
Mrs. Irilla Varnadore
Mrs. Marlene Watts

DISTRICT SIX
Mrs. Wilma Caldwell
Mrs. Alice Hoyle
Robert Hoyle
Mrs. Belinda Kepley
Mrs. Gwendolyn Moore

DISTRICT EIGHT
Mrs. Carol Alala
Mrs. Dawn Anderson
Mrs. Mary Coleman
Mrs. Marjorie Everett
Mrs. Frances Hayes
Mrs. Marie Hickerson
Mrs. Yvonne Lee
Mrs. Therese Parrett
Mrs. Lela Shanks

DISTRICT NINE
Mrs. Margaret Burton
Elaine Ferguson
Mrs. Carolyn Morgan

DISTRICT TEN
Mrs. Barbara Culberson

DISTRICT ELEVEN
Debulon Bell
Mrs. Jean Bryant
Mrs. Tilitha Coats
Mrs. Shelby Eubanks
Mrs. Carol Hogue
Mrs. Marcella Horner
Mrs. Mary Liles
Mrs. Brenda Long
Mrs. Susan Pierce
Sharon Stangler
Lucy Whitaker
Karen Yoder

DISTRICT TWELVE
Mrs. Katherine Ellis
Mrs. Denise Wall

DISTRICT THIRTEEN
Christina Hansen
Edna Johnson
Mrs. Lois MacDonald

DISTRICT FOURTEEN
Mrs. Clydeene Allen
Mrs. Cecile Blum
Eleanor Brown
Mrs. Ellen Jones
Mrs. Dorothy Jurek
Mrs. Rose Kotlas
Mrs. Mary McCallum
Edith McIntyre
William McKeone
Mrs. Janet Miller
Mrs. Margaret Perry
Mrs. Rachel Spell
Mrs. Broadeene Vail
Wallace Ward
Manuel Zuniga

DISTRICT FIFTEEN
Mrs. Agnes Graham
Mrs. Martha Hardee
Mrs. Eunice Long
Mrs. Valdorena Rowell
Mrs. Otha Swett

DISTRICT EIGHTEEN
Mrs. Janet Jackson
Janie Odom
Mrs. Janice Pridgen
Linda Taylor

DISTRICT NINETEEN
Marjorie Whyte

DISTRICT TWENTY
Mrs. Phyllis Casper
Mrs. Adianne Hopkins
Mrs. Frances Howell

DISTRICT TWENTY-ONE
Mrs. Diane Loman

DISTRICT TWENTY-TWO
Rose Marie Jones
Mrs. Catherine Perten
Mrs. Doretha Stone
Teresa Walsh

DISTRICT TWENTY-THREE
Mrs. Mary Combs
Carol Gilbert

DISTRICT TWENTY-FIVE
Mrs. Amanda Duncan

DISTRICT TWENTY-SIX
Mrs. Thelma Hanson
Mrs. Irene Lowman
Mrs. Mary Singleton

DISTRICT TWENTY-SEVEN
Mrs. Doris Futrelle
Mrs. Peggy Hall
Sonja Hanchey
Hazel Middleton
Mrs. Janet Price

DISTRICT TWENTY-NINE
Mrs. Whilhelmina Buchanan
Mrs. Judy Hamrick
Mrs. Rachel Piche
Mrs. Daisy Wylie

DISTRICT THIRTY
Mrs. Marie Arnaud
Mrs. Dale Carrell
Mrs. Brenda Fowler
Mrs. Sylvia Waters
Mrs. Danise Weaver

DISTRICT THIRTY-TWO
Betty Sue Hines

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Ruling favors ANA in VA Salisbury case

We won it all the way.

In the "VA Salisbury case", the Administrative Law Judge adopted all the arguments of NCSNA and upheld the VA policy of granting administrative leave to nurses to attend educational meetings sponsored by ANA and its affiliates. His recommendations were issued on April 4.

Local 1738, American Federation of Government Employees, brought an unfair labor practice charge against the management of the VA Hospital in Salisbury on grounds that the granting of administrative leave to registered nurses to attend NCSNA educational conferences constituted giving assistance to NCSNA and ANA, both of which qualify as labor organizations within the federal sector.

The issue involved is a precedent. AFGE, which holds exclusive recognition for professional employees, including nurses, at the VA Hospital in Salisbury, is expected to appeal this case to the Assistant Secretary of Labor. The union contended that the hospital management should not engage in any act of assistance to the nurses to attend NCSNA or ANA educational conferences, arguing that such acts are equivalent to assistance to NCSNA as a rival labor organization.

NCSNA was named party in interest in the case upon initial review in 1973 by the Regional Office, U.S. Department of Labor.

The Administrative Law Judge recommended denial of all complainant's motions to dismiss NCSNA as party in interest and to amend the charges. He upheld VA policy stating: "Counsel for NCSNA opines that the policy of Respondent [VA] with respect to educational meetings sponsored by the ANA and its affiliates does not violate the Executive Order. It is stated that there is a matter for resolution of whether a policy will be adopted which will seriously prejudice the rights of ANA and its affiliates such as NCSNA to conduct continuing education not only for the professional nurses of the Respondent but for nurses employed throughout the Federal Government." The Judge further stated: "I do not find it a per-se violation of the Order for agency professional employees to attend professional workshop conferences related to their career educational and professional development."

Legislation....

As we went to press, the General Assembly was in its final days, and the fate of many bills of interest to nurses was undecided. A review of health legislation in the 1974 session will be in the May-June issue.

In Congress —

The Taft-Hartley amendment (S. 3203) has been reported out of the Senate Committee on Labor and Public Welfare. Senate action probably will not come until after the Easter recess. ANA was successful in having language included in the committee report expressing the intent that nurses and other health professionals employed in health care institutions not be deprived of their full bargaining rights under NLRA.

Three major health omnibus bills are in varying stages of progress in Congress: services, planning, and manpower. Bills are underway or scheduled on:

—Extending the PHS program of formula grants to states for a variety of health services, many of which expire June 30 unless extended.

—Sweeping programs of health planning as replacements for existing planning authorities; a State Health Commission would administer regulatory functions, including licensure of health facilities and personnel and the prospective determination of rates for health care providers.

No bills have been introduced to extend the Nurse Training Act and similar training programs. However, S. 3181 and H.R. 13469 would extend the National Health Service Corps, providing scholarships for health disciplines, including nurses.

News briefs....

Mrs. Louise Royster Burton has joined the faculty of the Department of Nursing, N.C. Central University, as assistant professor in medical-surgical nursing. She received her M.S.N. degree at Emory University in 1973 in the nurse practitioner course in medicine and surgery, with a specialty in plastic surgery.

The North Carolina Lung Association will hold its annual meeting May 1-2 at the Hilton Inn, Winston-Salem. A Nursing Session on "Care of the Patient in Respiratory Distress" will be held on May 2 at 9 a.m.

"Hypertension: Critical Problems" is the theme for the North Carolina Heart Association Scientific Sessions on May 30 at the Convention Center, Winston-Salem. Several NCSNA members will participate in the concurrent scientific sessions for nurses: Mrs. Rhonda Pollard, Sister Mary Adrian Kelly, Mrs. Peggy Hicks, and Sister Therese Galligan.

Tar Heel Nurse

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Tar Heel Nurse

Volume 36, Number 5 | Official Publication of the North Carolina State Nurses' Association | May-June 1974

NCSNA Delegates to ANA Convention

Nineteen delegates, including three delegates-at-large, will represent NCSNA at the ANA convention June 9-14 in San Francisco. Several elected delegates, unable to serve, have been replaced by elected alternates. Delegates met on May 17 to discuss issues coming before the convention. NCSNA will be headquartered in San Francisco at the Towne House Hotel.

Delegates-at-large

Rose George, President, PH,
Route 2, Chapel Hill 27514

Dr. Eloise R. Lewis, EACT,
207 Woodbourne Road, Greensboro 27410

Mrs. Catherine Layton, PH,
1106 Elwell Avenue, Greensboro 27405

Delegates

Audrey Booth, NSA
5305 Beaumont Drive,
Devonshire Manor, Durham 27707

Mrs. Nancy Titus, EACT,
4805 Pemberton Drive, Raleigh 27609

Mrs. Violet Britt, NSA,
206 West 22nd Street, Lumberton 28358

Mrs. Mary Edith Rogers, PH,
1264 Queensgate Street, Gastonia 28052

Gaylord Snyder, NSA,
230 Brookshire Lane, Wilmington 28401

Mrs. Joan Reid, EACT,
6015 Lake Wheeler Road, Raleigh 27603

Leigh Andrews, EACT,
5218 Revere Road, Durham 27707

Mrs. Rebecca H. Taylor, EACT,
3005 Masonic Drive, Greensboro 27403

Mrs. Meta Monteleone, PD,
2719 Gordon Street, Raleigh 27608

Mrs. Mary Thomas, PH,
3315 Guy Circle, Fayetteville 28303

Mrs. Genelle Causby, NSA,
108 Inglewood Drive, Morganton 28655

Mrs. Joan Mackie, EACT,
206 Westridge Drive, Raleigh 27609

Eunice Benjamin, PH,
1720 Garden Terrace, Apt.1,
Charlotte 28203

Mrs. Nellie Sullivan, OH,
269 Whitman Drive, Castle Hayne 28429

Mrs. Hazel Sessums, PH,
1011 S. Hawthorne Road,
Winston-Salem 27103

Ruby Dameron, ON,
3000 Selwyn Avenue, Charlotte 28209

Sister Jeanne Margaret McNally to keynote NCSNA Regional Clinical Session in October

Sister Jeanne Margaret McNally

(BELOW) It's really happening! The headquarters building is going up. The Building Committee and Fund-Raising Committee believe this is the time for districts to redouble their efforts to add to our limited resources. See the article on page 3 about our needs and ways members and districts can help.

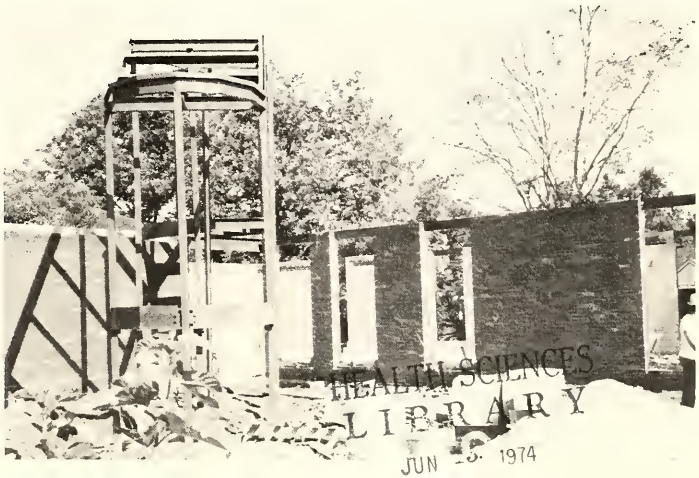
Sister Jeanne Margaret McNally of Belmont will keynote NCSNA's 1974 Clinical Sessions. She will speak on the theme, "The Nurse as a Change Agent".

The Clinical Sessions will be held October 3-4 at the Hilton, Wilmington, and October 10-11 at Sugar Mountain Ski Lodge, Banner Elk. Sister Jeanne Margaret will give the keynote address at both locations.

One of NCSNA's most distinguished members, Sister Jeanne Margaret is chairman of ANA's Medical-Surgical Division of Practice and a member of the Congress on Nursing Practice. She served on the ANA staff for a year as director of ANA's Continuing Education Project.

She holds a Ph.D. from Catholic University and is assistant Superior General, Sisters of Mercy, Belmont, and Director of Formation, Sisters of Mercy in North Carolina. Her other positions include: associate professor at Sacred Heart College and at St. Mary's College, Winnona, Minn. in the summer. She is consultant for the NCEA Department of Secondary Edu-

(continued on page 3)



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Review of State Legislation in 1974

Response of NCSNA members to issues before the 1974 General Assembly relating to nursing influenced the outcome of several bills.

Here is a brief summary of bills passed by the 1974 General Assembly of major interest to nurses:

H 1469, H 1470—(Substitute for H 1204 introduced in 1973.) Provides for advanced placement programs in selected schools of nursing and appropriates $15,000 for program development.

S 2012—Directs the Governor to appoint a registered nurse to the Commission for Health Services.

H 1240—Provides the legal authorization for training and utilization of emergency medical technicians.

S 1066—Changes name of Commission for Medical Facility Services and Licensure back to original name of North Carolina Medical Care Commission.

H 156—Requires identification of all drugs and their strengths on the label, unless prescriber directs otherwise.

H 1533—Gives persons who fail occupational licensing board examinations the right to review their exam; amended to provide that licensing boards using national pool examinations (such as Board of Nursing) would not be required to do so if contracts prohibit such disclosures.

H 1687—Prohibits occupational licensing boards from using any funds to promote or oppose passage of any legislation in the General Assembly.

S 915—Make the decision for a voluntary sterilization strictly a matter between the patient and physician.

S 1303—Eliminates waiting period for sterilization.

H 2052—Honors life and memory of Margaret B. Dolan.

H 2053—Study of radiation hazards.

S 1382—Commission on Special Needs of Children.

APPROPRIATIONS

Development of five new rural health clinics, $1.17 million.

Creation of perinatal health care program, $500,000.

Model area mental health programs, $257,000.

Sickle cell anemia program, $360,000.

Expansion of community mental health programs, $8.9 million.

Community mental health center construction funds, $3 million.

Establishment of comprehensive child health screening and information system and family nurse practitioner program, $1.3 million.

Funding for emergency medical services program, $1.8 million.

Establishing burn center at N.C. Memorial Hospital, Chapel Hill, $1.2 million.

Grants to diploma schools of nursing at rate of $850 per student per year, $1 million.

Development of home health agencies in 35 counties not now served, $80,000.

IN CONGRESS

The Taft-Hartley amendment has passed the Senate and is in the House.

Congressman Richardson Preyer of North Carolina is one of seven sponsors of HR 14722 introduced on May 9 "to amend title VIII of the PHS Act to revise and extend the programs of assistance under that title for nurse training." The bill in general follows the current legislation. It is a *separate bill for nursing* and needs the strong support of the profession. Hearings began on May 20.

LOGUE PAPER

Copies are available of the address on "National Health Legislative Issues", delivered at the NCSNA Legislative Workshop by Pat Logue of the staff of ANA Washington Office.

For your copy of this discussion of national health issues, send 50 cents to NCSNA headquarters along with your name and address.

Andrews Bill Seeks IRS Ruling Change

This spring thousands of young North Carolinians — among them many nurses — received notices from the Internal Revenue Service of back taxes due on the federal and state educational loans with "forgiveness" features which enabled them to complete their education. But Rep. Ike Andrews of North Carolina's Fourth Congressional District is trying to do something about it.

The IRS ruling was made last June and is retroactive for three years. Neither the loan recipients nor the administering agencies knew that IRS would expect payment of taxes on loans containing the forgiveness feature. Probably many more thousands of such loan recipients across the United States also are affected by the IRS ruling. IRS ruled that the loan must be considered as taxable income for the year the recipient is working out his "forgiveness".

Rep. Andrews' bill is HR 14392. It would remove the retroactive feature of the IRS ruling and enable those who have already paid the tax to file for a refund.

When nurses in North Carolina notified NCSNA of receiving IRS notices of back taxes due, NCSNA staff immediately contacted Rep. Andrews' office and urged Congressional action to prohibit such collections. NCSNA has distributed copies of the Andrews bill to all state nurses associations and to the ANA Washington Office. Rep. Andrews already is receiving support from other SNAs.

NEW AND REINSTATED MEMBERS
(April)

DISTRICT ONE
Mrs. Ann Enderle
Mrs. Lois Codington
Mrs. Flossie Mink

DISTRICT THREE
Mrs. Barbara Jarvis
Mrs. Mary-Lynn Wigodsky
Mrs. Naomi Slate

DISTRICT FOUR
Kathy A. Farmer
Mrs. Helen Grant
Mrs. Doris Johnson
Mrs. Linda Rose

DISTRICT FIVE
Jean E. Crawford
Mrs. Sheyl Lemke

DISTRICT SEVEN
Mrs. Minnie Claybrook
Cheryl L. Harris
Mary Westor

DISTRICT EIGHT
Mrs. Louise R. Smith

DISTRICT NINE
Mrs. Judy Garrett
Mrs. Laurel Hornbuckle

DISTRICT ELEVEN
Mrs. Nancy Caddy
Kristin Cooksley
Twila Dixon
Laureen S. Fromison
Mrs. Elsie Kunze
Mrs. Mildred Littman
Judith Rahm

DISTRICT TWELVE
Mrs. Marcia Gray

DISTRICT THIRTEEN
Martha W. Ballard
Everett Cox
Mrs. Shirley Mozingo

DISTRICT FOURTEEN
Anne Hickman
Mrs. Josephine Howard
Mrs. Lynne Jamison
Mrs. Vena S. Jones
Mrs. Mary Jungwirth
Franklin Metcalf
Margaree Stewart
D. Elizabeth Tyler

DISTRICT FIFTEEN
Mrs. Hilda Dunn
Ruth S. McLaurin

DISTRICT SIXTEEN
Mrs. Sadie D. Penny
Mrs. Barbara Sellers
Mrs. Annie E. Vance

DISTRICT EIGHTEEN
Mrs. Sandra S. Bruns
Mrs. Donna Deans
Mrs. Susan Joyner
Marilyn Moye

DISTRICT TWENTY
Mrs. Pauline Jones

DISTRICT TWENTY-SEVEN
Mrs. Marietta Davis

DISTRICT TWENTY-EIGHT
Mrs. Jeanne Sears

DISTRICT THIRTY
Susan Armstrong
Mrs. Mary Cratch
Mrs. Norma S. Lewis
Mrs. G. Lucille Quinn

Continued support needed for headquarters building project

With construction of our new headquarters building underway, the Building Committee and the Fund Raising Committee, following a joint meeting, are urging districts and individual members to redouble their fund-raising efforts. Many districts which have not yet met their Building Fund quotas of $4,600 are urged to continue to work toward this goal. Districts which have reached their quotas are encouraged to add to their contributions or to select special projects, such as needed furnishings or landscaping.

The Committee of One Hundred is a means for individuals to make significant contribution to the building. Those who contribute $100 to the Building Fund will become members of the Committee of One Hundred. The roster will be displayed permanently in the new building.

The present building budget contains no funds for furnishings. The Building Committee has developed a master plan and selected appropriate furniture styles. It is hoped that district associations, alumni associations, other interested groups, and individuals will choose from this list specific items or rooms as special projects. The purchases will be made by the Building Committee. Those who wish to contribute plants for the landscaping may notify headquarters of the amount they wish to give or send a check marked "landscaping".

Following is the list of furnishings needed for the new building:

Auditorium

100 Stack Chairs	$2,400
Speaker's Table	220
Table Lectern	50
Coat Racks	85
	$2,755

Library Seminar room

7 Bookcases @ $142.00 each	$994

Reception Area

Sofa	$320
2 End Tables	170
2 Lounge Chairs	300
Lamp Table	85
	$875

Executive Director's Office

Desk Unit	$795
Credenza	320
Executive Chair	160
Lamp Table	85
2 Side Chair	230
	$1,590

Associate Executive Director's Office

Desk Unit	$795
Executive Chair	160
2 Side Chairs	165
	$1,120

Secretary's Office

Desk Unit	$455
Credenza	128
Secretarial Posture Chair	115
1 Side Chair	82
	$780

Administrative Assistant's Office

Desk Unit	$455
Credenza	128
Secretarial Posture Chair	115
1 Side Chair	115
	$813
TOTAL	$8,927

McNally .....

(continued from page 1)

cation, Washington, D.C., and for "Model for Continuing Education for Priests", St. Mary's College.

Author of articles in a number of nursing publications, she has received numerous professional and scholastic honors. She is listed in "Outstanding Educators of America", "Personalities of the South", and "Dictionary of International Biography."

A special mailing will go to all members in the summer containing the final program, NCSNA pre-registration form, hotel registration forms, and information about fees, hotel rates, and meal tickets. Because of the program format and requirements of the meeting facilities, *early registration will be required.* Mark your calendar now for the Clinical Session of choice and plan to register as early as possible.

If you are not receiving the *Tar Heel Nurse,* maybe we don't have your correct address.

Let us know promptly of any error.

1973 NCSNA Financial Report

INCOME

Membership Dues	$ 66,587.47
Other (TAR HEEL NURSE Adv. & Subs., Convention SNANC, Workshops, Miscellaneous)	18,459.48
	$ 85,046.95
On Hand January 1, 1973	34,759.07
Total Available for Operating Expenses	$ 119,806.02

DISBURSEMENTS

Administration (utilities, insurance, property maintenance, supplies, postage, telephone and telegraph)	$ 12,732.32
Convention	8,505.78
Workshops	1,940.42
Organizational Dues	292.13
NCSNA Service Fund Note — Principal and Interest	2,259.76
Personnel Costs	37,280.79
Sections, Branch, and Conference Groups	134.51
Committee Projects	786.76
Special Services	2,000.00
TAR HEEL NURSE	4,005.00
Travel (staff, officers, committees)	4,017.81
NCSNNE Implementation	5,864.11
Transfer to Building Fund	8,000.00
Miscellaneous	156.61
Total Disbursements	$ 87,976.00
Cash Balance — End of Year	$ 31,830.02

Workshops scheduled on Continuing Education

NCSNA will conduct three regional workshops in September on current developments in continuing education for nurses in North Carolina.

The workshops are being planned by an ad hoc committee of the Commission on Education. The program is designed to give the participant an understanding of the historical perspective of continuing education for nurses, the definition of a CEU, the position of NCSNA on mandatory continuing education for relicensure, the ANA and NCSNA Standards for Continuing Education, and NCSNA's Continuing Education Recognition Program.

Tentative workshop dates are September 12 in the West, September 17 in the Piedmont, and September 19 in the East. Locations will be announced.

About people . . . .

Ruth Peters retired in April from the staff of VA Hospital in Fayetteville, after 28 years of federal service. . . **Mrs. Kate Williamson**, director of the nursing staff of the Cumberland County Health Department, also retired in April. **Mrs. Mary G. Buie** has been named to succeed her . . . **Midge Embry**, first year nursing student at Fayetteville Tech, was elected to the Nominating Committee of the National Student Nurse Association at the NSNA Convention in Salt Lake City in April. . . **Allene Fuller** of Chapel Hill, Family Nurse Practitioner, presented testimony for ANA on the Nurse Training Act at hearings held in Washington by the Health Subcommittee of the House Interstate and Foreign Commerce Committee. She joined two others in giving testimony to increase the awareness of Congressmen of what nurses are doing in inadequately-served health areas. . .

Barbara A. Davis, Ed.D., has been appointed to staff the ANA Committee on Skilled Nursing Care. The Committee was formed at the request of Sen. Frank Moss following ANA testimony before the Subcommittee on Long-Term Care of the Senate Special Committee on Aging . . . **Mrs. Louise Caffey Houston**, assistant administrator of nurses at Grace Hospital, Morganton, recently was honored by the Grace Hospital Alumnae Association for many years of service to the hospital. She received an engraved silver bowl. . . **Mrs. Rachel Hall Allred** has been promoted to assistant professor at the UNC-Greensboro School of Nursing. . . **Mary Ann Brewer** has joined the faculty of the new nursing program beginning in September at Caldwell Community College. . . **Mrs. Sharon G. Trantham**, Asheville, staff nurse in the Inservice Department of St. Joseph's Hospital, has been named "1974 Young Career Woman" of the Western Carolina District of the Business and Professional Women's Club.

Cancer Workshop

NCSNA Districts Eight and Nine and the American Cancer Society will hold a workshop on Wednesday, June 12, at Wesley Memorial Methodist Church, High Point. The focus will be on breast and uterine cancer. The workshop is designed for RN's and LPN's.

Moving Soon ?

Send us your new address as soon as possible.

Publications Available

A Cancer Teaching Unit for Faculty Members in Professional Schools of Nursing. Available from Manager of Distribution, American Cancer Society.

Nursing and the Cancer Patient. $5 per copy from American Journal of Nursing, Educational Services Division, 10 Columbus Circle, New York, N.Y. 10019.

Teenage Contraceptive Services Handbook. $2.50 per copy (quantity discounts available) from Teen Center, Planned Parenthood/World Population, Alameda-San Francisco, 2340 Clay Street, 7th Floor, San Francisco, Calif. 94115.

Thinking About a Nursing Home? Revised. Good for clients. Send a stamped, self-addressed envelope to: American Nursing Home Association, Department P, 1200 15th Street, N.W., Washington, D.C. 20005.

To the Editor:

I am currently editing a book on the personal testimonies of Christian Nurses and how they view the current medical-ethical issues of today, i.e., abortion, euthanasia, organ transplants, when is a person officially dead, sterilization, psycho-surgery, semen donors, ovum donors, host mothers, etc. I would be interested in hearing from any Christian nurse who would be interested in contributing to such a book or who would be able to suggest a nurse to write for this book. Please contact me at the following address:

Claude A. Frazier, M.D.
4-C Doctor's Park
Asheville, N.C. 28801

Tar Heel Nurse

Vol. 36, No. 5 May-June 1974

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Mrs. Nancy Titus ..... 1st Vice-President
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Volume 36, Number 6 Official Publication of the North Carolina State Nurses' Association July-August 1974

NCSNA launches Continuing Education Recognition Program

Joan Mackie joins Association staff

Mrs. Joan B. Mackie of Raleigh joins the NCSNA staff as assistant executive director on September 1.

She will assume staff responsibility for the Association's continuing education projects and for other projects related to the improvement of nursing practice.

Mrs. Mackie

Mrs. Mackie for the past seven years has been a member of the faculty of Rex School of Nursing in Raleigh. She is a graduate of Duke University School of Nursing and holds a M.S. degree in Guidance and Personnel Services from North Carolina State University.

With the addition of Mrs. Mackie to the staff, Mrs. Joan M. Reid, associate executive director, assumes staff responsibility for the NCSNA Economic and General Welfare program. This staff arrangement is made possible by a grant of $7,500 for one year from the ANA Economic and General Welfare Commission, to enable NCSNA to expand its E&GW program. NCSNA is providing a portion of the staff salary and travel, secretarial support, office space, telephone, supplies, consultant support, and funds for staff development in collective bargaining.

COMMITTEE OF ONE HUNDRED

Three names have been added to the Committee of One Hundred, each name representing a donation of $100 or more to the Building Fund. These names are:

Emily Lawrence (In Memory, by District 12)

Laura Harbison, Raleigh

Flora Wakefield (Honored by District 13)

These additions bring to 58 the names of the Committee of One Hundred roster.

First recognition points awarded for clinical sessions, workshops in September

Approved by the Board of Directors at a called meeting on August 8, the NCSNA Continuing Education Recognition Program (CERP) is being launched in September.

The Program is designed to recognize those registered nurses who reach the recommended annual achievement in continuing education. It provides a central recording service for individual nurses in maintaining their continuing education record.

A Continuing Education Recognition Point represents one contact hour of continuing education. CERPs are convertible to CEUs (1 CEU = 10 contact hours). Recognition will be given by NCSNA to a registered nurse who participates in the Program and who achieves 20 CERPs during the first year (July 1, 1974 – June 30, 1975); 30 CERPs for the second year (cumulative to 50 for the two years); and 60 CERPs for each two-year period thereafter. For each year after the current initial year, the minimum for recognition will be 30 hours.

The CERP Committee is awarding 6 CERPs for attendance at any of the three Continuing Education workshops in September and 8.5 CERPs for two-day attendance at the 1974 Clinical Sessions in October. The new CER Program will be presented as a part of the content of the September workshops.

Interim fees for initiating an application for participation in the recording and recognition program in the first year are $10 for members and $25 for nonmembers. Fees will be evaluated at the end of the first year and adjusted as necessary to make the program self-supporting. The fee schedule will probably include a sustaining annual fee for participants after their first year of participation.

Each nurse participating in the program will maintain her own continuing education record. At the end of the

(continued on page 2)

Move to new building set for September

At this writing we are expecting to move into the first floor of our new building by September 3!

During the move our telephones will be disconnected briefly. If you cannot contact us during that time, don't be mad – rejoice that our 18-year dream of permanent, functional, and beautiful headquarters building is coming true.

District Fifteeen has notified NCSNA that it is pledging to furnish the office of Mrs. Pat Bryan, administrative assistant. District Fifteen chose this project from the list of furnishing needs distributed in May to district associations and published in the May-June *Tar Heel Nurse*. District Nineteen has donated $50 toward furnishings. The Alumnae Association of Woodard-Herring School of Nursing, Wilson, has donated funds for a lectern in memory of Mrs. Thelma Jerkins, who was a member of the Building Committee at the time of her death.

NCSNA must lease the second floor of our building and has contracted for the leasing and management services of Real Estate Management Company of Raleigh. This firm will obtain tenants, prepare leases, and design the second-floor space to meet the needs of the tenants.

Charles Burkhead, Raleigh landscape architect, has been engaged to develop a long-range plan for the landscaping. Funds available now are adequate only for moving usable plant material from our adjoining property and for minimum seeding and planting.

The need for contributions for the building, furnishings, and landscaping continues to be great. September 20 is

(continued on page 3)

From the President. . . . . .

There are two significant areas about which I wish to express thanks and gratitude.

To the delegates who made the trek to San Francisco: A great big thank you! I am sure all of our constituency would have been as proud as I was of our delegation. The delegates' work was taxing, tiring, and of long duration, but I believe we made it with flying colors.

To the staff, a hearty thanks for their untiring efforts to keep us going. You should have all seen Frankie Miller moving about undaunted, despite the wheelchair and walker.

To the alternates and others of our members who were so helpful to us in many ways that eased some of our tired moments.

The second area has to do with the work of the staff and their efforts in the interest of the Economic and General Welfare Program. It is hard to describe the ceaseless work that has gone on under many, many pressures. As I have moved in and out of headquarters, I have been totally impressed with the commitment our headquarters staff has to our programs on behalf of the nurses in North Carolina.

Rose George

CERP . . . . . .

(continued from page 1)

CERP year (July 1 — June 30), she will submit the record to the NCSNA CERP Committee. Continuing education experiences which meet the NCSNA Standards for Continuing Education and which are awarded CERPs will be recorded on the nurse's permanent record. Nurses achieving the recommended minimum and their employers will receive a Notice of Achievement. Copies of the nurse's continuing education record will be sent, on her request, to her employer.

Providers of continuing education for nurses are being encouraged to apply to the CERP Committee for approval and awarding of CERP points. Total continuing education programs and single offerings may be submitted. Educational activities eligible for recognition are those pursued to maintain and/or improve professional competence and include:

- Credit (formal academic courses)
- Non-credit (all CEUs which meet criteria established by National Task Force; other programs as evaluated on individual basis. Examples: courses sponsored by colleges and universities; inservice education/staff development activities; educational activities of voluntary health agencies or professional organizations)
- Writing for professional publications
- Presentation of paper to a professional group

Evaluation of all educational experiences submitted will be based on the Standards for Continuing Education for Nursing in North Carolina, developed by a committee of the Forum on Continuing Education and approved by the Board on August 8. These will be presented at the September workshops and will be available soon in printed form, with guidelines for interpretation.

It is hoped that the development of the Standards and the CERP Program will

1. Fulfill a frequently expressed need of nurses — a central recording service for continuing education involvement of the individual;

2. Stimulate providers of continuing education to offer programs which meet professional standards;

3. Stimulate registered nurses to seek educational experiences which will maintain and/or improve their professional competence;

4. Encourage employers of nurses to share in the responsibility for utilization by nurses of continuing education opportunities and to recognize the involvement of the nurse achieving CERP recognition;

5. Provide a recognition program consistent with national professional standards;

6. Assure the public that the individual nurse is maintaining competence to practice.

School Nurse Workshop scheduled for September

A School Nurse Workshop on "The Nurse and the School Child with Perceptual Disorders and Learning Disabilities" is to be held in Chapel Hill, September 4-5, 1974, sponsored by the Continuing Education Department, School of Nursing, UNC-Chapel Hill, in collaboration with the N. C. Department of Public Instruction; the Division of Health Services, N. C. Department of Human Resources; and the School Nurse Section of NCSNA.

Faculty will include: Dr. John A. Edwards and Dr. Rosemary Nelson, Psychologists; Dr. Lee Grier, Director, Division of Human Relations; Robert Miller, associate director, Division of Occupational Education; Mrs. Thelma Lennon, director, Division of Pupil Personnel Services; and Dr. Leon Silker, Division for Exceptional Children, all from the Department of Public Instruction. Ann Samuels, supervising nurse, Guilford County Health Department; Cathie Huber from the Developmental Disabilities Learning Lab, Chapel Hill, and Rose George, UNC-CH, are the nurse faculty. Tuition is $50.00 for the two days. Some Johnston Scholarships are available.

Taft-Hartley amendment Effective August 25

The long-awaited amendment extending coverage of the Taft-Hartley Act (National Labor Relations Act) to private non-profit hospital employees has been signed by President Nixon. It became effective August 25, 30 days after the President's signature.

The amendment guarantees to those workers covered the right to organize for the purpose of collective bargaining.

Nurses who wish to be represented in negotiating employment contracts now may organize for this purpose and choose their representative with the full protection of the National Labor Relations Board. NCSNA is prepared with staff and consultant resources to represent nurses desiring to seek contracts.

Passage of the Taft-Hartley amendment and NCSNA's capability enable nurses to bargain collectively with their employers for contracts which specify wages and benefits, protect job security, provide methods to handle grievances, provide avenues for nurses to implement standards of nursing practice and influence and upgrade levels of patient care.

Nurses interested in exploring the new legislation, their rights to collective bargaining, and the collective bargaining process should contact NCSNA Headquarters for information and/or assistance. NCSNA policy provides that there is no membership requirement to assist a group of nurses to organize a unit in the employment setting. There is a requirement of 51% membership to represent an organized group in negotiating a contract.

As representative of staff nurses at the VA Hospital in Fayetteville, NCSNA is renegotiating the employment contract for the Fayetteville unit during the week of August 19. Negotiators for the staff nurse unit are Mrs. Mary Lee Potter, ANA E&GW field representative; Mrs. Joan M. Reid, NCSNA Associate Executive Director; Mrs. Thelma Dove, Chairman of the staff nurse unit; Mrs. Connie McAllister, unit vice-chairman; and Mrs. Mildred Knowles, unit secretary.

News Briefs. . . .

HEALTH MANPOWER TESTIMONY

Dr. Eloise R. Lewis, dean of the School of Nursing, UNC-Greensboro, was one of the members of a panel which testified in May before the U.S. House health subcommittees in support of H.R. 14722 for health manpower education. The bill would increase the level of Federal support for nursing education. Dr. Lewis represented the National League for Nursing. Dr. Hazel Blakeney, chairman of ANA's Commission on Nursing Education, testified for ANA.

ADMINISTRATOR INSTITUTES

The ANA Council of Nursing Service Facilitators will sponsor six institutes throughout the country in the fall on "Quality Assurance for Nursing Care and Issues of Collective Bargaining". The institute theme is "Challenges and Strategies for the Mid-1970's." The institutes nearest North Carolina will be held at the Holiday Inn, Philadelphia, October 22-24, and Jacksonville, Fla., at the Hotel Robert Meyer December 3-5. Deadline for registration is two weeks prior to the date of the institute. Registration forms are available at NCSNA headquarters.

HEARINGS SCHEDULED

ANA's Committee on Skilled Nursing Care will co-sponsor open hearings with six state nurses' associations during September. Witnesses are being sought to provide testimony on issues and concerns on long-term care. The hearings are a part of a project to develop a document to be submitted later in the fall to the Subcommittee on Long-Term Care of the U.S. Special Committee on Aging. The hearing nearest North Carolina will be held September 11 in Orlando, Fla. Additional information about the hearings and the testimony being sought is available from NCSNA headquarters.

NCSNA REPRESENTATIVE

Mrs. Virginia A. Turbyfill, director of nurses at the North Carolina Lutheran Home, Albemarle, represented NCSNA at a national conference for nursing home administrators and directors, conducted by ANA August 1-2 in Kansas City.

The conference was funded by HEW as a part of the ANA project on Care of the Aged in Nursing Homes. Objectives were to define the leadership role and management needs of nursing directors and nursing administrators in nursing homes in facilitating quality patient care to determine problem areas and make recommendations as to how nurse adminstrators and directors may be further assisted in meeting their problems.

Mrs. Turbyfill will report on the conference to the NCSNA Geriatric Division during the Clinical Sessions in October.

DR. STONE HONORED

Dr. Virginia Stone, past president of NCSNA and professor of nursing at Duke University School of Nursing, received the Honorary Recognition Award at the ANA Biennial Convention in June. She was nominated by the NCSNA Board of Directors. The award is one of the highest conferred by ANA. It is conferred for "contributions of accomplishments of national or international significance to the nursing profession". Dr. Stone was cited for her contributions to nursing in gerontology and geriatrics.

CONTINUING EDUCATION

The following continuing education offerings for the fall are announced by the UNC-CH School of Nursing Continuing Education Program:

"Practical Approaches to Diabetic Care", September 16-20, Chapel Hill

"Toward More Effective Diabetic Teaching", October 16, Wilmington; October 23, Rockingham; October 24, Boone.

"Leadership for the Health Professional", TV course in two phases — Phase I September 9-13, Chapel Hill; Phase II in home agency Wednesdays, (October 2 — December 11) Thursday (October 3 — December 12).

Meetings Ahead

The Board of Directors will hold its regular fall meeting on October 1-2 at the Hilton in Wilmington, just prior to the Eastern Regional Clinical Sessions. Major agenda items will be review of the financial aspects of the Building Project, reports on current activities of the commissions and committees, membership, and a preview of possible legislative issues in 1975.

Structural units of the Association and individuals are encouraged to submit agenda items. Members are invited to attend Board meetings.

A called meeting of the Board was held on August 8 to act on the Continuing Education Recognition Program, to review progress on the building, and to receive reports on other matters of immediate concern. Actions taken at the August 8 meeting will be reported in the September *Tar Heel Nurse*.

The Council of District Presidents will meet on September 18 in Raleigh. Major agenda items will be the selection of a second representative from the Council to serve on the NCSNA Board of Directors, a preview of possible bylaws proposals for the 1975 House of Delegates, a report from the Commission on Practice, and special membership projects. This meeting is scheduled in advance of the October Board meeting to enable the Council of District Presidents to make recommendations to the Board.

About people . . . .

At UNC-Chapel Hill School of Nursing, **Virginia F. Gover** has been promoted to professor and **Joyce A. Semradek** to associate professor; **Jane M. Hayward** and **Sandra L. Venegoni** have been named associate professors . . . Grace Hospital in Morganton has named five nursing quadrants for women who served in important supervisory positions during the hospital's history: **Mrs. Mary Herbert Hughson,** cofounder of the hospital; **Maria Purdon Allen,** the first superintendent of nurses; **Alice Wood Wilds,** second superintendent; **Evelyn Irene Rust,** third superintendent; and **Myrtle Berryhill,** operating room supervisor until retiring in 1972 . . . **Sister Therese Galligan,** Charlotte, recently received a Founder's Day Award at the N.C. Heart Association convention for distinguished leadership on behalf of the heart cause in North Carolina . . . The American Diabetes Association elected its first nurse member of the Board of Directors at a meeting in June. The nurse is **Pat Lawrence,** assistant professor, UNC-CH School of Nursing, known throughout the state for the work she has done with NCRMP's Diabetes Project and the diabetes workshops sponsored by the School of Nursing. She is also a member of the Board of Directors of the N.C. Diabetes

(continued on page 4)

Building . . . . . .

(continued from page 1)

Fund-Raising Committee, has updated the records of the amount contributed to the Building Fund by each district. As of July 31, 1974, contributions by Districts are as follows:

District 1	$4,651.98
District 2	2,043.51
District 3	7,371.66
District 4	2,525.78
District 5	3,743.49
District 6	1,406.21
District 7	150.00
District 8	4,356.79
District 9	1,701.93
District 10	1,007.50
District 11	2,017.07
District 12	5,107.95
District 13	10,858.94
District 14	2,712.50
District 15	5,432.64
District 16	350.50
District 17	544.00
District 18	5,455.75
District 19	667.50
District 20	253.92
District 21	3,010.00
District 22	1,296.74
District 23	929.00
District 24	1,066.88
District 25	1,664.15
District 26	2,200.00
District 27	512.50
District 28	3,170.00
District 29	681.20
District 30	612.50
District 31	1,070.00
District 32	1,287.12

About People . . . .

(continued from page 3)

Association . . . **Dr. Dorothy Talbot**, has been appointed professor and head of the Department of Public Health Nursing, UNC School of Public Health. She formerly held a similiar position in the School of Public Health and Tropical Medicine at Tulane University. She holds a diploma from Jefferson Medical College School of Nursing, Philadelphia; BSN degree from Texas Women's University; MA degree from Teachers College, Columbia University; and MPH and PhD degrees from Tulane . . . **Wayne Lloyd Emerson**, Ed.D., has been named director of ANA's Economic and General Welfare Department. He formerly was an assistant professor of economics at Holyoke (Mass.) Community College. His educational and labor experience include: the Labor Relations and Research Center, U. of Mass., workshops in contract negotiations and administration, O.E.O. New England Trade Union Leadership Training Program, and work with the American Federation of Teachers and American Federation of State, County, and Municipal Employees . . . **Frankie Duncan** has joined the faculty of Coastal Carolina Community College in Jacksonville . . . **Mrs. Cynthia Brannock** and **Mrs. Naomi Slate** were honored by the Martin Memorial Alumnae Association, Mt. Airy, for their service to the Alumnae Assocation. Both received engraved plaques . . . **Dr. Eloise R. Lewis**, dean of the UNC-G School of Nursing, has been named to the Board of Trustees of Sacred Heart College, Belmont . . . **Mrs. Myrtle M. Pearl** retired July 1 after many years in public health nursing in Polk County . . . **Ann Hyde** has been appointed director of the American Nurses' Foundation, Inc.

Dr. Talbot

CALENDAR

September 12, 1974
NCSNA Regional Workshop on Continuing Education, Conference Center, Boone

September 17, 1974
NCSNA Regional Workshop on Continuing Education, N.C. State Faculty Club, Raleigh

September 18, 1974
Council of District Presidents, N.C. State Faculty Club, Raleigh

September 19, 1974
NCSNA Regional Workshop on Continuing Education, Holiday Inn, Kinston

October 1-2, 1974
NCSNA Board of Directors, Hilton, Wilmington

October 3-4, 1974
1974 Eastern Regional Clinical Sessions, Hilton, Wilmington

October 11-12, 1974
1974 Western Regional Clinical Sessions, Sugar Mountain Ski Lodge, Banner Elk

November 26, 1974
Annual Meeting, North Carolina Health Council, Durham Hotel, Durham

ANA CONVENTION ACTIONS

Actions of the 1974 ANA Convention, including results of elections and resolutions adopted by the House of Delegates, are reported in the July and August issues of *American Nurse.*

Nurse Appreciation Week

Mayor John Belk of Charlotte signs a proclamation, as District Five President Mrs. Betty B. Garrison looks on, proclaiming the week of May 12 as "Nurse Appreciation Week" in the city.

Perk up your future.

Take stock in America.
Buy U.S. Savings Bonds.

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Tar Heel Nurse

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Mrs. Frances Miller
Editor

Rose George . . . . . President
Mrs. Nancy Titus . . . . . 1st Vice-President
Elizabeth Holley . . . . . 2nd Vice-President
Mrs. Carolyn Greene . . . . . Secretary
Mrs. Violet Britt . . . . . Treasurer

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Tar Heel Nurse

Volume 36, Number 7 | Official Publication of the North Carolina State Nurses' Association | September 1974

Building to be named For Marie B. Noell

NCSNA's new headquarters building will be named in honor of Marie B. Noell of Raleigh, executive director for 26 years until her retirement in 1967.

In the decision to honor Mrs. Noell, the Board noted that it was her continuing leadership and wise planning over a long period of years that made the present new building possible. The vision of a headquarters building at the present location began nineteen years ago with the purchase of one of the three lots which make up our present property.

Mrs. Noell

Mrs. Noell became executive director in 1941 soon after the Association opened its first headquarters office in Raleigh. The Board also noted her untiring efforts to strengthen NCSNA and its ability to influence the quality of patient care and health care delivery.

NEW TELEPHONE NUMBER

Our new telephone number is 821-4250. The street address stays the same - 103 Enterprise Street - as does the mailing address - P. O. Box 12025, Raleigh, N. C. 27605.

We've moved into new headquarters

Our headquarters Offices were moved on September 3 into the new building so that demolition could begin on the little brick house that has been our home since March 1973.

The new quarters are beautiful and functional. Although the second floor still is being finished for tenants and landscaping must await final grading of the parking lot, we are happily unpacking and getting on with Association business.

President Rose George has appointed a committee to plan dedication ceremonies to be held later. Members are: Mrs. Nancy Titus, Raleigh, Chairman; Mrs. Eva Warren, Hillsborough; Dr. Virginia Stone, Durham; Mrs. Violet Britt, Lumberton; Mrs. Zenobia Watson, Louisburg; Joyce Warren, Clinton; and Mrs. Trenna Perkins, Raleigh.

NCSNA files petition to represent nurses

NCSNA has filed a petition with the Labor Management Services Administration regional office in Atlanta seeking an election at the VA Hospital in Durham at which the registered nurses in a bargaining unit there could exercise a choice in representation.

The unit of nurses has been represented by local 2345 of AFGE since 1971. NCSNA's current action came at the request of a group of nurses in the

(Continued on Page 2)

Registration still open for Clinical Sessions

Nurses can still pre-register for the 1974 Clinical Sessions October 3-4 at the Hilton, Wilmington, or may register on site on those dates. Registration for the Sessions at Banner Elk closed on September 25 and was limited to 300. However, after September 25 those unregistered but desiring to attend at Banner Elk are encouraged to contact Sugar Mountain Ski Lodge directly (704) 898-4521 to determine if any vacancies remain.

The Sessions have been approved for 4 Continuing Education Recognition Points for the first day and 4.5 points for the second day.

Focusing on "The Nurse as a Change Agent", the Clinical Sessions offer exploration of the theme by the practice divisions and by the following functional groups: Community Health Nurses, School Nurses, Administrators, Educators, Nurse Practitioners, Staff Nurses, Inservice Educators, Acute Care Nurses, Nurses in Extended Care Facilities, and Private Duty Nurses.

Dr. Jeanne Margaret McNally, a member of the ANA Congress on Nursing Practice and new director of Continuing Education for Nurses, University of North Carolina, General Administration, will keynote the Clinical Sessions at Wilmington and at Banner Elk.

RECOGNITION POINTS

Under NCSNA's Continuing Education Recognition Program, CEU's are convertible to recognition points, on the basis of one CED = 10 recognition points, This was stated in reverse in the August issue.

Say goodbye . . .

Finishing touches . . .

Decision upheld in VA Salisbury case

The Assistant Secretary for Labor-Management Relations, U. S. Department of Labor, has upheld the findings of the Administrative Law Judge in the "VA Salisbury" case and has ordered the case dismissed.

This means that the Assistant Secretary agrees that the management of the VA Hospital in Salisbury had not engaged in unfair labor practices, as alleged by Local 1738, AFGE, when administrative leave was granted to registered nurses to attend an educational conference conducted by NCSNA.

The complainant (union) may still make one final appeal of the case to the Federal Labor Relations Council.

Petition . . . . .

(Continued from Page 1)

bargaining unit who desire to be represented by their professional organization. In order to file the petition, NCSNA had to provide evidence of interest of at least 30% of the nurses eligible for the unit. About 135 registered nurses are included in the bargaining unit.

MEDIATION

Negotiations between NCSNA and the VA Hospital in Fayetteville have gone to mediation. After the parties were unable to arrive at agreement on several contract provisions, services of the Federal Mediation Service were requested. Mediation is scheduled for September 24.

NCSNA has been the bargaining representative for the staff nurse unit at this facility since 1969. Contract renegotiation took place throughout the week of August 19. Chief negotiator was Mrs. Mary Lee Potter, ANA field representative, E&GW Department, assisted by Mrs. Joan Reid, NCSNA associate executive director; Mrs. Thelma Dove, chairman of the staff nurse unit; Mrs. Connie McAllister, unit chairman; and Mrs. Mildred Knowles, unit secretary.

OSTOMY CONFERENCE

A Statewide Ostomy Conference will be held on October 26, 9:30 - 3:30, at the Morganton Holiday Inn, sponsored by the Morganton Ostomy Association.

Professionals and ostomates will participate in the program, which will emphasize post-operative care. Jane Walker, director of Enterstomal Therapy at Emory University, will discuss new techniques in ostomy care and appliances.

Advance registration ($8, including lunch) should be sent to Gregory Smith, 203 Patton Street, Morganton, N. C. 28655.

OFFICE CLOSED

NCSNA headquarters will be closed October 3-4 and October 10-11. Staff will be attending the 1974 Clinical Sessions in Wilmington and Banner Elk.

Director Named for Statewide C.E. Program

Dr. Jeanne Margaret McNally of Belmont has been appointed director of the Statewide Program for Continuing Education for Nurses in the University of North Carolina, General Administration. She assumed her new duties September 16. Dr. McNally is a member of the ANA Congress on Nursing Practice. She served as director of ANA's one-year Continuing Education Project.

Following is her statement:

"I accept the definition of continuing education as stated in the ANA position *Avenues for Learning*. This included formal academic study leading to degrees; short-term courses; independent and informal study carried on by the practitioner. Independent study includes learning opportunities available to nurses through the profession and employing agency, professional associations, inservice education, and interdisciplinary conferences.

"As standards continue to be developed and implemented, it is obvious that adequate health care cannot be provided without the participation of well prepared nurses who systematically build upon their basic preparation through life long learning. It is essential that nurses recognize their professional responsibility for being up-to-date in their practice.

"A statewide program for continuing education of nurses must give serious consideration to the following concepts and practices: the increased responsibility for colleges and universities, professional organizations, hospitals and other health related agencies for the continuing education of nurses; continuing education courses that reach all nurses, especially those working in rural or isolated professional situations; continuing education for career ladder opportunities, extended roles of nurses and specific group needs in health care; interdisciplinary educational programs; assistance for administrators to recognize the value of continuing education and the need to provide it; identification of curriculum offerings in all areas of clinical nursing, communication, leadership, management, legislation, educative processes, faculty development, inservice eduation program development, assessment and evaluation, social health problems and refresher courses.

"Nurse participants should always be involved in program development and, when appropriate, the consumer of health care should be involved in course planning and evaluation. For continuing education to be made available to nurses where and when it is needed, technology appears to be one of the most promising ways quality programs can be made available. Alternative delivery systems have to be developed and utilized.

"The health care system is changing so rapidly and radically that continuing education is needed immediately to nurses involved in critical areas of National Health Insurance concerns and involvements, response to proposed rules and regulations regarding conditions of participants in Medicare, Health Maintenance Organizations, Comprehensive Health Planning, PSRO, nurses as primary health care providers, changes in labor-management relations in public employment and other aspects of health care.

"To achieve a viable statewide program in continuing education for nurses cooperative relations and open communication is essential, particularly because of the interrelated aspects of continuing education for nurses. To this end, I pledge my efforts."

Two NCSNA members named to Nursing Board

Mrs. Nancy Titus of Raleigh and Mrs. Carolyn Ashburn of Yadkinville have been appointed to the North Carolina Board of Nursing by Governor James Holshouser. Their terms expire January 1978.

Both were recommended for the appointment by the NCSNA Board of Directors.

Mrs. Titus is first vice-president of NCSNA and is a part-time staff nurse at Rex Hospital, Raleigh. She formerly was on the faculty of Rex School of Nursing. Mrs. Ashburn, a member of the NCSNA Board of Directors, was director of the Baptist School of Nursing, Winston-Salem, for several years until the closing of the school last spring..

New LPN appointees to the Board are: Mrs. Bessie W. Funderburg of Wilmington, Sammy Griffin of Burlington and Ms. Cora Rishing Clargo of Winston-Salem.

Public Health Course Planned for Supervisors

The Department of Public Health Nursing and Continuing Education, School of Public Health, UNC-Chapel Hill, will sponsor a continuing education program for public health nursing supervisors in Chapel Hill on the following dates: November 18-21, 1974; February 25-27, 1975; May 5-8, 1975.

The course is funded by the Department of Health, Education, and Welfare. It provides eight hours of instruction. Tuition and $16 per day stipends are available for 30 participants. Priority will be given to applicants who are public health nurses with less than three years experience in supervision. Contact: Mrs. Cindly Stubblefield, Continuing Education, School of Public Health, UNC-Chapel Hill 27514.

NEW CONSULTANT

Judy H. Brande is the new occupational health nursing consultant for the Division of Health Services, Department of Human Resources. She received her Masters in public health from UNC School of Public Health in August and was an honor student in the occupational health nursing program. She succeeds Frances A. Martin.

Actions of the Board

The Board of Directors took the following actions at a called meeting August 8, 1974.

• Ratified referendum votes taken since the March 27, 1974, meeting accepting direct funding from ANA for implementing the Economic and General Welfare Program; accepting a one-year grant of $7,500 from ANA for the E&GW Program; and approving a revised budget for 1974.

• Approved the following actions of the Executive Committee taken at a meeting July 13, 1974:

- Appointed Mrs. Nancy Titus as chairman of a committee to plan dedication ceremonies for the new building;
- Selected a landscape architect and set an amount of $580 for his services and for moving selected plant material to the new building site;
- Requested District Thirteen to consider designating a portion of their recent Building Fund contribution for initiating the landscaping plan;
- Authorized the executive director and the Association attorney to review proposals from leasing consultants and to select the proposal most advantageous to NCSNA;
- Approved registration fees for three Continuing Education Workshops;
- Established the policy of charging no registration fee and to reimburse for travel and other expenses those workshop participants and group leaders who are expected to make advance preparation for their participation;
- Requested Elizabeth Holley to represent the Board at the August 5 meeting of the Commission on Practice.

• Voted to name the new headquarters building in honor of Marie B. Noell, former executive director.

• Amended and approved Standards for Continuing Education for Nursing in North Carolina;

• Directed the Committee on Standards of the Continuing Education Forum to develop guidelines for interpretation of the Standards;

• Approved the Continuing Education Recognition Program developed by an Ad Hoc Committee of the Commission on Education;

• Established requirements for recognition in the NCSNA Continuing Education Recognition Program;

• Voted that the present Ad Hoc Committee on CERP serve as a special committee in the interim until the next biennial convention and that the chairman of the special committee be intimately involved in Continuing Education;

• Voted that the director of Continuing Education for Nursing in the General Administration of the University system anda a representative of the Board of Nursing be ex-officio members of the Special CERP Committee;

• Established interim fees for the initial year of the Continuing Education Recognition Program;

• Received a report from the Commission on Practice on its exploration of implications of the "Rules and Regulations for Registered Nurses Performing Medical Acts", approved by the Board of Medical Examiners and Board of Nursing, and directed the Commission on Practice to develop a working draft of a position statement on nurses functioning in an expanded role;

• Authorized the Finance Committee and staff to explore and decide upon the most economical way to complete the second floor of the new building for occupancy;

• Approved revised minimum employment standards for private duty nurses ($36 for eight-hour duty);

• Recommended the appointment of Dr. Ruby Wilson for a four-year term as NCSNA representative on the North Carolina Medical Care Commission;

• Approved a mechanism recommended by the Committee on Bylaws for nomination of 1975-77 officers of divisions, sections, forums, and conference groups.

GOODIES FOR SALE

The Fund Raising Committee will have lots of "goodies" for sale at the Clinical Sessions to benefit the Building Fund.

This will be your chance to do some early Christmas shopping and to help the Building Fund.

NEW MEMBERS (Joined Since May)

District One

Myrtice J. Landolfi
Mrs. Nona Price
Gale N. Touger

District Two

Mrs. Rebecca Daniel
Mrs. Barbara B. Freeman
Barbara S. Ingram
Mrs. Ruth S. Lloyd
Mrs. Wanda G. Spane
Mary N. Stafford
Mrs. Marion Williams

District Four

Kathy T. Fox

District Five

Mrs. Gail Abernathy
Mrs. Nancy Butler
Mrs. Rosa T. Canipe
Jean E. Crawford
Mrs. Katherine Johnson
Mrs. Carolyn Powell
Mrs. Aline D. Sowell
Carol Wilcox

District Six

Mrs. Betty Lou Evans
Susan Lester

District Seven

Lelie J. Lowe
Gretchen H. Weickum

District Eight

Mr. V. Harvette Apple

District Nine

Mrs. Janelle Fornecker

District Eleven

Jane E. Anderson
Mrs. Ruth Beasley
Kathy L. Culpepper
Martha A. Faris
Katherine Farricker
Mrs. Annie M. Hargett
Mrs. Glenda Hargaraves
Nancy L. Marville
Mrs. Helen Pattishall
Greta J. Powell
Susan L. Rasmussen
Mrs. Anna Russell
June Schmidt
Rae H. Schmuck
L. M. Schueler
Susan C. Sprinkle
Charlotte L. Stefanics
Mrs. Roxada M. Story
Mrs. Dorothy Talbot
Mrs. Lorraine E. Wiles

District Thirteen

Julia C. Byrd
Mrs. Marie Haas
Mrs. Sandra S. Marley

District Fourteen

Clara F. Boone
Grady C. Broadwell
Helen L. Colley
Mrs. Barbara P. Crumpler
Charlane Frazier
Elizabeth Gollsby
Louis C. Hermeier
Mrs. Katie C. King
Mrs. Nancy A. Krauss
Patricia A. Ladner
Sybil L. Mercer
Mrs. Carol M. Philpott
Mrs. Yvonne C. Pollhill
Betty A. Pow
Victoria E. Reynolds
Harriette D. Truce
Mrs. Patricia E. Willis

District Fifteen

Mrs. Eleanor Stevens

District Sixteen

Mrs. Mary F. Savage

District Seventeen

Janice E. Cobbs
Mrs. Peggy Dulaney
Mrs. Willie Patterson
Mrs. Edna M. Young

District Nineteen

Lizzie L. Lilly
Mrs. Ruby D. Meekins
Mrs. Merle S. Wilson

District Twenty-One

Mrs. Marcia K. Kiser
Mrs. Judith H. Miller

District Twenty-Two

Mrs. Juanita Casey
Mrs. Jacqueline B. Evans
Loretta Hays
Mrs. Phoebe G. Hood
Mrs. Carol Moore

District Twenty-Three

Mrs. Shirley A. McHan

District Twenty-Five

Mrs. Shirley M. Lowe

District Twenty-Seven

Mrs. Jane A. Fussell

District Twenty-Eight

Mrs. Myrna U. Barnette

District Twenty-Nine

Mrs. Carol H. Hoffman
Mrs. Martha D. Hovis
Mrs. Brends S. Murphy

District Thirty

Mrs. Mae N. Shugart

District Thirty-Two

Mrs. Janette L. Stuart
Mrs. Dorothy D. Williams

Calender

October 1-2, 1974
NCSNA Board of Directors, Hilton, Wilmington

October 3-4, 1974
1974 Eastern Regional Clinical Sessions, Hilton, Wilmington

October 10-11, 1974
1974 Western Regional Clinical Sessions, Sugar Mountain Ski Lodge, Banner Elk

November 26, 1974
Annual Meeting, North Carolina Health Council, Durham Hotel, Durham

Nurses appointed to Health Services Commission

Mrs. Evelyn Farmer Alexander of Raleigh has been appointed by Governor James Holshouser to the Commission on Health Services, Department of Human Resources, for a term expiring May 1, 1978.

Mrs. Alexander is the first nurse to be appointed to this body (formerly the State Board of Health). Her appointment is the result of legislation passed by the 1974 General Assembly and strongly supported by NCSNA requiring that a nurse be added to the Commission.

Mrs. Alexander holds a B.S. degree from the University of North Carolina School of Nursing. Her professional experience includes positions at North Carolina Memorial Hospital, Chapel Hill, and the Avery County Health Department.

Governor Holshouser also has appointed Dr. Ruby Wilson, dean of the Duke School of Nursing, to a four-year term on the North Carolina Medical Care Commission. She was recommended for this appointment by the NCSNA Board of Directors. She completed the late Mrs. Margaret Dolan's unexpired term on the Commission.

Mrs. Marjorie Anderson named CERP chairman

Mrs. Marjorie Anderson, assistant professor for continuing education, UNC-Greensboro School of Nursing, has been appointed chairman of the NCSNA Committee on Continuing Education Recognition Program.

The Ad Hoc CERP Committee which designed the program approved last month by the Board of Directors has been requested to serve as a special committee to function during the remainder of the biennium to approve continuing education programs for recognition points.

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Mrs. Opal Suggs of Thomasville will serve as acting chairman of the NCSNA Division on Geriatric Nursing Practice for the remainder of the biennium. She was elected secretary of the Division at the organizational meeting in October 1973 and will fill the vacated chairmanship until election of new officers is held.

About People...

Mrs. Marion D. Whiteside has been appointed new director of public health nursing at Cabarrus County Health Department...*Mrs. Ann Stiller* is the new director of nurses at Davie County Hospital, Mocksville...*Virginia M. Paulson* has been appointed deputy executive director of ANA. She has been executive director of nursing at Abbott-Northwestern Hospital, Minneapolis, and during the past biennium was first vice-president of ANA...*Mrs. Flora W. Stanley* of Durham has retired as director of nursing education and staff development at John Umstead Hospital, Butner, after over 40 years in nursing...*Mrs. Louise R. Carter* has been appointed patient care coordinator at St. Joseph's Hospital, Asheville...*Mrs. Patricia H. Horton* has been named to the new position of associate director of nursing at Baptist Hospital in Winston-Salem. She has been inservice director there since 1972 and is president of District Three...*Louise Gray* of Manteo, public health nurse for Dare County, has been appointed to the Board of Directors of the Outer Banks Health Center...*Eleanor M. Browning, Cynthia Fruend* and *Carol J. Gleit* are among the new faculty at the School of Nursing, UNC-Chapel Hill. All hold the rank of assistant professor.

O. R. SUPERVISOR - IMMEDIATE OPENING

Friesen designed hospital in western North Carolina, JCAH accredited. Four major rooms, cysto, fracture, seven recovery beds. Get away from big city hassel, live in rural community of 16,000, 62,000 in county. Short drive from mountain restorts and winter sports. Salary commensurate with qualifications and experience. Call collect (704) 437-4511, Personnel Director, Grace Hospital, Mrganton, N. C. 28655.

CONTINUING EDUCATION COURSES SCHEDULED

The Continuing Education Program of the UNC-Chapel Hill School of Nursing has announced the following courses:

"Problem Oriented Medical Record System", October 21-23;
"The Nursing Audit", October 23-25
"Planning Patient Care", November 18-22;
"The Nurse As An Educator in Prepared Childbirth", November 4-6
"A Practical Approach to Drug Interactions", November 6.

NATIONAL HEALTH INSURANCE

Now is the time to let your members of Congress hear from you on the need for inclusion of comprehensive health services in the National Health Insurance Bill. With elections coming up, they need to hear from nurses about our concerns for adequate services and that nursing services are reimbursable.

Tar Heel Nurse

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Mrs. Nancy Titus ..... 1st Vice-President
Elizabeth Holley..... 2nd Vice-President
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Election set for RNs at VA Durham

An election has been scheduled for November 22 at which staff nurses at the VA Hospital in Durham will exercise a choice of bargaining representation. The election will be conducted by the Regional Office of the Labor Management Services Administration, U. S. Department of Labor.

NCSNA filed a petition requesting the election on behalf of a group of registered nurses desiring NCSNA to represent them. Since 1971 these nurses have been represented by Local 2345 of the American Federation of Government Employees, which also represents the non-professional workers at the hospital.

The Regional office has determined that the appropriate registered nurse bargaining unit will include staff nurses, regular part-time nurses, clinical specialists, and instructors.

VA SALISBURY CASE

The VA Salisbury Case has been settled.

The union (AFGE) did not appeal the decision of the Assistant Secretary of Labor-Management Relations, U. S. Department of Labor, upholding the VA policy of granting administrative leave to registered nurses to attend continuing education offerings conducted by their professional organization. The union could have appealed to the Federal Labor Relations Council. The union had charged that granting such leave constituted an unfair labor practice, since ANA and its constituents comprised a rival labor union. The continuing education offerings cited were workshops conducted by NCSNA, which was involved in the case as a "party in interest".

The case establishes a precedent benefiting ANA, its constituent SNAs, and continuing education in the health care field. It is the first time such a ruling has been made under the Executive Order since it became law in 1962.

FAYETTEVILLE CONTRACT

The contract negotiated by NCSNA for staff nurses at the VA Hospital in Fayetteville is scheduled to be signed on October 23. Agreement was reached during mediations held September 24. A mediator

(Continued on Page 2)

CERP applications being received as approval committee begins work

Applications are being received under NCSNA's Continuing Education Recognition Program from providers seeking approval of programs and offerings and from individuals seeking to place their names on file for recognition.

The CERP Approval Committee was scheduled to meet on October 21 to review provider applications pending. Approved programs will be listed regularly in future issues of TAR HEEL NURSE.

Fees for individuals to apply for recognition for this initial year of the program are $10 for NCSNA members and $25 for non-members. Nurses may apply at any time but will submit records of continuing education achievement by June 30, 1974, for recognition for the initial year. A total of 20 CERP points are required for recognition for the year ending June 30, 1975.

Packets of information, including the application form, are available from NCSNA headquarters. Packets recently were mailed to approximately 550 providers.

NCSNA will be represented by six members and staff at a regional workshop in January in Atlanta, one of five to be conducted by the ANA Council on Continuing Education. Purpose of the workshop is to assist SNAs in developing compatible Continuing Education Recognition Programs so that an individual's continuing education credit can be recorded and transferred from state to state.

RN law student is Fellowship nominee

Prentiss Anne Allen of Chapel Hill, NCSNA member and second-year student in the UNC-Chapel Hill law school, is this year's ANA nominee for the 3M Fellowship, to be awarded by the International Council of Nurses in Geneva, Switzerland.

Ms. Allen

The 3M Fellowship winners (there will be two selected this year) receive $6,000 to continue their studies. As ANA's nominee, Ms. Allen will receive a $300 award from 3M in addition to being considered for the international fellowship.

Endorsed by NCSNA for the award, Ms. Allen formerly was on the faculty of the School of Nursing, UNC-Chapel Hill. The endorsement noted the value to the nursing profession of the unique combination of nursing and law. Ms. Allen is especially interested in consumer health issues and in the legal aspects of the expanding role of the nurse.

Registration totals 782 for Clinical Sessions

Registration for the 1974 Clinical Sessions totaled 349 at Wilmington, including approximately 145 students, and 433 in Banner Elk, including about 150 students.

Evaluations by registrants were reviewed by the Commission on Practice at a meeting on October 18. Recommendations for the 1972 Clinical Sessions, based on the evaluations, will be presented to the Board of Directors and to the 1975-77 Commission on Practice for consideration in selecting the location and determining the framework and content of the 1976 Sessions.

BOARD MEETING

The Board of Directors will meet at 10 a.m. on December 5 in headquarters building.

Major agenda items will be adoption of the 1975 budget, membership promotion activities, and a report on the November 3-4 meeting of the ANA Advisory Council.

Board meetings are open to members.

Interested members planning to attend should notify headquarters in advance so that meeting facilities will be adequate.

Position Statement on Collective Bargaining by Registered Nurses

The quality of nursing practice is substantially influenced by and inseparable from the employment conditions of nurses. As professionals, nurses have the right and responsibility to influence their employment conditions to achieve the maximum in practice climate, and they have the responsibility and obligation to participate in determining standards of nursing practice and to implement and evaluate these standards in their work settings.

Employment conditions cannot be adequately safeguarded by the individual nurse. Collective bargaining has proven to be an effective mechanism by which nurses can influence employment conditions and implement high standards of nursing practice.

Experience in North Carolina, since the Executive Order was issued in 1962, proves that, given the opportunity to act collectively in employment matters, registered nurses will choose this mechanism. RNs have chosen collective bargaining in all major federal health care facilities in this state.

Since collective bargaining is now an option for RNs in the private, non-profit hospital sector, many RNs can be expected to choose collective bargaining. NCSNA believes RNs should have a choice of representation and believes the professional organization for nurses, because of its concern for patient care and commitment to improving the quality of nursing practice, can best represent nurses in their economic and practice interests.

NCSNA therefore offers to serve as bargaining agent for organized groups of RNs in this state, upon the request of the nurses involved. In representing RNs, NCSNA will seek to:

1. Obtain opportunities for RNs to participate responsibily, in their place of employment, in setting, implementing and evaluating standards of nursing practice;
2. Obtain salaries and fringe benefits commensurate with the nurses' preparation, responsibility, and experience;
3. Obtain other employment conditions conducive to achieving quality patient care and to maintaining competence to practice;
4. Protect the rights and obligations of nurses employed in management positions.

(Adopted by Board of Directors, North Carolina State Nurses' Association, October 1, 1974)

E & GW

(Continued from Page 1)

was assigned by the Federal Mediation Service.

During mediation the registered nurse unit achieved nearly all the desired provisions that were in dispute. Chief negotiator for the registered nurse unit at the mediation session was Mrs. Joan Reid, associate executive director of NCSNA. The contract will be in effect for two years.

Major achievements gained in the new contract are:

1. Improved parking arrangements for RNs;
2. Rest periods away from work area;
3. Unit chairman has privilege of requesting day shifts to give unit top-level representation on duty at same time of day as top management;
4. 6 consecutive work days and 2 consecutive days off will be scheduled;
5. 4-day weekend every 6 weeks;
6. 15½ hours or more of non-duty time between tours of duty;
7. Time schedules posted not less than 2 weeks in advance; by February not less than 4 weeks in advance;
8. On-duty preparation time available for RN responsible for an inservice program;
9. Authorized leave of one day (off duty station) for each day the RN attends a continuing education program on her own time, not to exceed two days per year;
10. Improvement in shift arrangements for the RN to attend formal credit courses;
11. On-going educational programs for RNs interested in an expanded role;
12. Orientation for RNs prior to assignment to specialty units;
13. A copy of the current proficiency rating available to the RN upon request;
14. Improved avenues for RNs to initiate discussion of concerns with nursing administration.

Advisory Council calls emergency meeting

An emergency session of the ANA Advisory Council is scheduled for November 3-4 in Kansas City. NCSNA will be represented by President Rose George and Executive Director Frances N. Miller.

Members of the ANA Commissions on Nursing Services and Economic and General Welfare also will attend.

Purpose of the emergency meeting is to discuss what is occurring throughout the country since advent of amendments to the Taft-Hartley Act. There is evidence that rights and privileges of individual ANA members are being infringed upon by some employing agencies who are pressuring nurses to resign their ANA membership. The Advisory Council will set direction and determine next steps in disseminating factual information to the ANA membership on their rights and privileges.

IRS modifies ruling on educational loans

Internal Revenue Service has modified its ruling that a student realized income when repayment of a loan under a State Medical Education Loan Scholarship Program was cancelled because he practiced in a specific area.

The ruling as originally issued in 1973 was retroactive and affected many health professionals, including nurses, who had received educational loans (with forgiveness provisions) from the Medical Care Commission. IRS now will apply the ruling only to loans made after June 11, 1973. Those who paid taxes under the original ruling now may apply for refunds.

When the impact of the original ruling became known, NCSNA channeled the concern of nurses to Congressman Ike Andrews (Fourth District, N. C.), who introduced legislation in Congress to remove the retroactive feature of the ruling. His bill was supported by NCSNA, ANA, and a number of other SNAs, as well as by 144 co-sponsors in Congress and many other national organizations.

REQUEST YOUR CERP'S

Nurses who attended the Clinical Sessions but did not call in person for their CERP forms may request them from NCSNA headquarters. The forms recording CERPs earned will be mailed to the nurses who include a stamped, self-addressed envelope in the request.

The CERP Committee has adopted a policy that presenters will receive credit for portions of a program attended other than their presentation and can make special application for credit for the presentation of an "original paper".

Support continues for Building Fund

Dedication of the new headquarters building has been tentatively scheduled for early spring. This will allow time for completing some landscaping and acquiring some of the new furnishings needed.

District Sixteen has pledged the furnishings for the secretary's office. The district expects to donate the $780 needed for this office in time for the furniture to be ordered before the end of October. District Fifteen recently donated $813.00 to furnish the office of the administrative assistant. This furniture is expected to arrive soon.

The Association's special appreciation goes to these two small districts (District Fifteen has 84 members and District Sixteen 31 members), who are leading the way in furnishing the new building.

The Building Fund sales at Clinical Sessions netted more than $800.

Five names have been added to the Committee of One Hundred. They are:

Mrs. Mary Lou Moore, Winston-Salem

Mrs. Helen S. Miller, Durham

Mrs. Hazel Sessoms, Winston-Salem

Elizabeth Hill, Statesville (honored by Davis Hospital Nursing Service)

Carolyn Frye (in memory, by District Nine.)

Psych/MH nurses plan interst group

In response to a need expressed at both Clinical Sessons locations, an interest group for psychiatric nurse clinicians and clinical specialists will be organized within the NCSNA Psychiatric-Mental Health Division.

The group will organize to provide peer support for those presently functioning in an independent or expanded role and those who plan such practice in the future. Advanced academic degree is not required.

The organizational meeting will be held Saturday, November 23, at 10 a.m. at the School of Nursing, UNC-Greensboro (McIver Street on UNC-G campus). Notify Mrs. Pat Hayes, Route 6, Box 666-A, Marion, N. C. 28752 if you plan to attend.

IMPLEMENTING STANDARDS

An effective program for implementation of standards for nursing practice is the priority activity of the NCSNA Commission on Practice. The COMMISSION URGENTLY NEEDS YOUR SUPPORT IN THIS PROJECT. If you are interested in assisting the Commission with programs in your district, please contact headquarters.

A training workshop will be provided for you.

News Briefs . . .

Increasing the number of American Indian nurses in the Indian Health Service is the objective of a recent contract awarded to the American Indian Nurses' Association.

Formation of a registry of American Indian nurses and a program to recruit Indians into nursing also are among the goals of the contract. Indian nurses are urged to contact AINA at 231 S. Peters, Norman, Okla. 73069.

LPN TRAINING

The National League for Nursing has been awarded a contract by the Deparment of HEW for short term training of 1,250 licensed practical/vocational nurses currently employed in nursing homes. Twenty-five four-day workshops will be held throughout the country. When the workshops are completed, the course outline will be available for utilization by individual facilities and/or official or unofficial agencies for continuing education of LP/VNs who were not participants in the Project's sessions.

NLN has announced that one of the workshops will be held December 3-6 at the University of North Carolina at Charlotte.

CALENDAR CHANGED

The graduate nursing program at Emory University's Nell Hodgson Woodruff School of Nursing will begin in June, instead of in September, as of 1975. The four-quarter program leading to a Master of Nursing degree emphasizes the education of clinical nurse specialists. An optional fifth quarter, for students who wish preparation for teaching, is offered during summer quarter. The new calendar is expected to facilitate the finding of employment by the graduates.

EMERGENCY TRAINING

Emergency Medical Technician training programs are available through most community colleges and technical institutes. A hospital or other suitable institution or organization also can sponsor the program. The classroom and practical training consists of a minimum of 71 hours, supplemented by 10 or more hours of hospital experience. The training programs are sponsored by the Office of Emergency Medical Services, Department of Human Resources. For further information, write to that office at P. O. Box 12200, Raleigh, N. C. 27605.

ELECTED TO BOARD

Mrs. Doris Anne Thompson, Wilmington, president of District Twenty-Two, has been elected to the NCSNA Board of Directors by the Council of District Presidents.

The Council's chairman, Mrs. Martha Darnell, also serves as a Council representative on the Board.

Welcome, New and Reinstated Members

DISTRICT ONE
Mrs. Norma H. Duncan
DISTRICT THREE
Mrs. Margaret C. Connolly
Mrs. Rebecca R. Hill
Mrs. Stasia Z. Rehder
DISTRICT FIVE
Mrs. Jacqueline A. Burr
Carolyn D. Gainey
DISTRICT EIGHT
Mrs. Patricia F. Jones
DISTRICT NINE
Cherrie L. Speagle
DISTRICT TEN
Suella C. Klug
DISTRICT ELEVEN
Annie R. Brown
Frances A. Brown
Mrs. Gwendolyn C. Jones
Mrs. Robin Wilson
DISTRICT TWELVE
Mrs. Mildred Wicker
DISTRICT THIRTEEN
Mrs. Evelyn F. Alexander
Mrs. Elaine S. Deines
DISTRICT FOURTEEN
Mrs. Maribeth H. Lindberg
DISTRICT FIFTEEN
Mrs. Elizabeth W. Hamilton
DISTRICT SIXTEEN
Mrs. Patricia W. Norris
DISTRICT EIGHTEEN
Ruby S. Batchelor
Mrs. Anna G. Cook
Mrs. Evelyn G. Jefferson
DISTRICT NINETEEN
Mrs. Roberta N. Hanson
Mrs. Evelyn D. Sanderson
DISTRICT TWENTY-ONE
Dorothy Vought
DISTRICT TWENTY-TWO
Willa D. Hatcher
Constance Roderick
Eloise D. Thomas
DISTRICT THIRTY
Mrs. Matilda Cullipher
Kathryne Murray
Mrs. Beverly S. Orrell
Mrs. Miriam M. Quick
Mrs. Helen M. Rawls
Alta K. Whaley

About People . . .

MRS. DONNA ROBERTSON BAUGHCOM has been appointed a consultant on the staff of the North Carolina Board of Nursing. She succeeds MARGARET BROWN, who has accepted a position in Chicago with the Division of Nursing, HEW. Mrs. Baughcom's professional experiences includes assistant professor, UNC-Chapel Hill School of Nursing; clinical specialist, Georgia Mental Health Institute, Atlanta; and nursing consultant to staff at VA Hospital, Salisbury...MRS. DONNA THIGPEN of Beaulaville has been elected chairman of the North Carolina Section of the Nurses Association of the American College of Obstetricians and Gynecologists. She is education director of Health Occupations, James Sprunt Institute, Kenansville, and chairman of the NCSNA Associate Degree Forum....Four Family Nurse Practitioners who are NCSNA members were among five nurses featured in October in segments of "The Progress of American Medicine", a CBS radio network series. Participating in five-minute news programs scheduled for October 12 and 13 were MRS. MARJORIE LAND, JULIA WATKINS, MRS. JUNE BAISE, and MRS. BETTY COMPTON.

FOUND--Jefferson Hospital School of Nursing pin, engraved EFJ-1948, found at Wilmington Hilton after Clinical Sessions. Claim at NCSNA headquarters.

O. R. SUPERVISOR - IMMEDIATE OPENING

Friesen designed hospital in western North Carolina, JCAH accredited. Four major rooms, cysto, fracture, seven recovery beds. Get away from big city hassel; live in rural community of 16,000, 62,000 in county. Short drive from mountain resorts and winter sports. Salary commensurate with qualifications and experience. Call collect (704) 437-4511, Personnel Director, Grace Hospital, Morganton, N. C. 28655.

ANA priorities for 1974-76 biennium

The American Nurses' Association's priorities for 1974-76 were approved by the Board of Directors and endorsed by the House of Delegates at the 1974 Convention. To improve health care for all people and to achieve and maintain high standards of nursing practice, the following professional responsibilities will receive priority attention:

1. Improving the practice of nursing through assisting nurses with implementation of standards of practice enunciated by the ANA.
2. Establishing the mechanism to monitor its own practitioners and to hold them accountable for that practice.
3. Continuing the refinement of standards of practice to achieve models by which quality and effectiveness can be measured.
4. Expanding the national program of certification so that excellence in practice is identified and recognized.
5. Implementing a program of economic and general welfare for nurses.
6. Developing and implementing a coherent policy in regard to nursing manpower.
7. Improving the quality of education (basic, graduate and continuing) in nursing, through implementation of standards enunciated by the Association and development of a system of accreditation of continuing education offerings in nursing.
8. Improving the design and administration of organized nursing services in health care facilities through implementation of standards enunciated by the Association.
9. Fostering the initiation, dissemination and utilization of research as an accepted and integral part of nursing practice, nursing services and nursing education.

SAVINGS

for you as a NCSNA Member!

Paycheck Protection and Hospital-Surgical Coverage available to you at low Association Group rates.

For full details, just contact your nearest representative:

George Richardson, Winston-Salem, North Carolina
John Moran, Wilmington, North Carolina
Ken Chase, Asheville, North Carolina

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Tar Heel Nurse

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Mrs. Frances Miller
Editor

Rose George ..... President
Mrs. Nancy Titus ..... 1st Vice-President
Elizabeth Holley..... 2nd Vice-President
Mrs. Carolyn Greene ..... Secretary
Mrs. Violet Britt ..... Treasurer

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NCSNA Board reaffirms stand on relicensure

The NCSNA Board of Directors at a meeting in October reaffirmed its stand of opposing mandatory continuing education for relicensure in North Carolina at this time. The Board endorses voluntary continuing education as a professional responsibility of the registered nurse.

NCSNA's Continuing Education Recognition Program launched in early fall is supportive of VOLUNTARY continuing education. The program is designed to recognize the nurse who achieves the minimum number of recognition points as evidence of continued competence to practice. It is designed also to conform to ANA standards to facilitate interstate mobility of registered nurses. In this state, recognition of the individual nurse for continuing education experiences is NOT MANDATORY. Nurses who participate in the program do so VOLUNTARILY.

Applications for participation in the program by the individual nurse may be sent to NCSNA at any time. However, applicants will submit the required minimum of recognition points at one time and prior to the close of the CERP year -- June 30. For the initial year (July 1, 1974 - June 30, 1975) 20 recognition points are required for recognition. Write to NCSNA Headquarters for application forms.

The initial fee of $10 for members and $25 for non-members should accompany the individual application.

Board of Directors reaffirms ANA as a multi-purpose professional organization

The ANA Board of Directors in a special session November 5 and 6 reaffirmed the Association's position as a multi-purpose professional organization for all of its registered nurse members across the nation.

Board members also recognized the need to support directors of nursing service and other supervisory personnel, some of whom are reporting that pressure is being exerted by agency administrators (particularly hospital administrators) to either resign their memberships in the American Nurses' Association or face loss of their positions.

The board, after meeting for one and a half days with the ANA Advisory Council -- composed of two representatives from each state nurses' association -- took action to further insulate the Association against possible charges of employer dominance in its economic and general welfare activities, but not to isolate the economic and general welfare program from other Association activities and programs. NCSNA was represented at the Advisory Council meeting by Rose George, president, and Mrs. Frances Miller, executive director.

Many nurse administrators and supervisors are, the board concluded, in exactly the same position as staff nurses were some 28 years ago when the Association first became active in collective bargaining for nurses.

While the National Labor Relations Act specifically states the act shall not be construed as prohibiting membership of administrators and supervisors in organizations engaged in collective bargaining, it does not offer the protection of the law to those same supervisors and administrators.

Nurses in supervisory and administrative positions must be aware of protection afforded under civil rights laws. Support from all nurses is an effective counterforce to intimidation, the board noted.

The board endorsed the suggestion of the Commission on Nursing Services to hold an educational forum for nursing service directors and their assistants in Kansas City in January. During the forum, directors and assistants will learn about interpretations of the National Labor

(Continued on Page 2)

Building Fund update

The Student Nurse Association of North Carolina has launched a project to raise money for landscaping the grounds of our new building. Jim Gurley, student at Wayne Community College, is chairman of the project. SNANC is appealing to each school of nursing to participate.

Another name has been added to the Committee of One Hundred:

Martha Adams (honored by District Six)

During November, District Eight donated $500 to the fund for furnishings for the auditorium, with $200 being designated for a speaker's table in honor of Ethel Earnhardt, who has been the moving spirit behind District Eight's Building Fund efforts for many years. This $200 will be added to $154 previously donated by the district for this purpose.

District Four also donated $200 for furnishings, and District Two sent $80. A $25 check came from the North Carolina Emergency Room Nurses' Association, in lieu of honorarium to a NCSNA staff member.

Pat Bryan and Linda Hicks are enjoying their new furniture, donated by Districts Fifteen and Sixteen and delivered this month.

REMCO, Inc., our leasing agent, is donating a tree toward our landscaping.

Nomination process begins for selection of association officers for 1975-77 biennium

The NCSNA Nominating Committee has begun the process of gathering suggestions from district associations, structural units, and the membership for officers for 1975-77. Forms have been sent to districts and to the commissions for making suggestions.

Individual members also may offer to run for office or to serve on committees or in other appointive positions.

If you are willing to run for office in NCSNA or as a delegate to ANA convention, write to Headquarters for a consent-to-serve form, which you can complete and return to a member of the Nominating Committee. These are:

Mrs. Jane Carthwright, Chairman, 3819 Lovett Circle, Charlotte 28210;

Mrs. Thelma Parsons, 405 Oak Ridge Road, Cary 27511

Mrs. Rebecca Judge, Route 1, Box 8, Beulaville 28518

Mrs. Hilda G. Newton, 1115 Woodvale Avenue, Gastonia 28052

Mrs. Juanita Long, Route 6, Box 560 Morganton 28655

If you wish to offer yourself for office in a division, section, forum, or conference group, write to Headquarters. Your communication will be forwarded to the appropriate structural unit nominating committee.

Actions of the Board

The Board of Directors took the following actions at meetings on October 1, 2, and 3, 1974, in Wilmington:

- Set the dedication of the new headquarters building for April 1975.
- Reaffirmed its opposition to mandatory continuing education for relicensure at this time.
- Adopted a position statement on collective bargaining for registered nurses.
- Approved additional committee appointments.
- Referred a report from the NCSNA Private Duty Section chairman to the Commission on Health Affairs for study and recommendations.
- Communicated to the ANA Commission on Nursing Education opposition to the use of the term "technical" and "professional" in the proposed ANA Standards for Nursing Education and recommended that the appropriate program name be substituted for "technical" and "professional" throughout the proposed standards.
- Recommended to the Bylaws Committee that the composition of the CERP Committee include elected and appointed members and ANA guildelines be followed for structuring representation of the CERP Committee.
- Authorized the Executive Committee to obtain consultation and make a decision regarding appropriate insurance for NCSNA headquarters staff.
- Appointed Rose George and Carolyn Ashburn as representatives of the Board of Directors to meet with representatives of the Board of Directors of the North Carolina League for Nursing to make recommendations to the two boards concerning the need for a Master Planning Committee for Nursing Education in North Carolina.
- Declined to participate at this time in ERA-United, in the absence of an official position by the membership on the Equal Rights Amendment.
- Endorsed ANA's statement that the nurse in an extended role is not a physician's assistant.
- Voted not to sponsor tour and excursion plans.
- Appointed an Ad Hoc Committee of the Board of Directors to study further the implications of "Rules and Regulations for Registered Nurses Performing Medical Acts", as approved by the Board of Nursing and the Board of Medical Examiners.

INDIVIDUAL CONTRACT

More and more nurses holding positions as director of nursing service in institutions and agencies are interested in having an individual employment contract.

Assistance to the individual director of nursing is available from NCSNA in the form of guidelines for an individual contract.

District Officers Day resumes in January

District Officers Day--a day set aside each month in headquarters for mini-workshops for district leadership--will be resumed in January 1975.

Days scheduled for District Officers Day are: Thursday, January 9; Tuesday, February 11; Thursday, March 6; Tuesday, April 15; Thursday, May 15; and Tuesday, June 10. Forms have been sent to district presidents so that districts wishing to participate may sign up for the date of their choice.

Positive response from districts which participated in the experimental District Officers Days last summer led to approval by the Board of Directors of this mechanism as a replacement for the statewide workshop for district officers formerly held each year.

Time to consider resolutions for 1975

Resolutions may be submitted to the NCSNA Committee on Resolutions at any time during the biennium. This Committee is now a standing committee and functions throughout the biennium to consider resolutions for presentation to the next House of Delegates (October 1975).

Substantive resolutions (those which deal with basic principles and policies of the Association or with issues of national concern to nurses as practitioners and citizens) must be in the hands of the Resolutions Committee by May 31 in the year of a biennial convention. It is not too early for individual members and structural units to begin preparation of any resolutions to be considered by the 1975 House of Delegates. Proposed resolutions or suggestions for the Resolutions Committee to consider may be directed to the chairman, Mrs. Nancy Woods, 1320 Clermont Road, Durham 27707.

NCSNA's resolutions procedure was printed in the March 1973 TAR HEEL NURSE. Copies of the procedure are available upon request from headquarters.

Legislative Council adopts 1975 program

At its annual meeting November 13, the Council for Social Legislation adopted the following items for the 1975 legislative program:

- Ratification of the Equal Rights Amendment
- Child Advocacy
- Abolition of the Death Penalty
- Protective Services for Adults Who Are Neglected or Abused
- Consumer Protection

The Council now has 21 member organizations, including NCSNA.

C.E. program offered in oncology nursing

The Department of Nursing at Memorial Sloan-Kettering Cancer Center, New York, N. Y., through contract from the National Cancer Institute, is presenting six types of oncology nursing continuing education programs to be offered on a variety of dates throughout 1974-77.

Programs offered are: Overview of oncology nursing (5 days); core course (6 weeks); work-learn (8 weeks); surgical oncology specialty (3 weeks); medical oncology specialty (3 weeks); pediatric oncology specialty (3 weeks). For further information write to: Pamela Rowe, Associate Project Director, Memorial Sloan-Kettering Cancer Center, Department of Nursing, 1275 York Avenue, New York 10021.

ANA
E & GW

(Continued from Page 1)

Relations Act as it affects their position, the current programs and capabilities of the Association, and what state nurses' association responsibilities and prerogatives are. In addition to its educational aspects, state representatives and nursing service directors and assistants will be encouraged to conduct their own forums at the state, district and local levels. Details of the forum will be announced in the near future.

The board approved recommendations from the Commission on Economic and General Welfare which the commission felt would lessen the possibility of a challenge to ANA's Economic and General Welfare program of employer domination under the National Labor Relations Act, such as the Commission on Economic and General Welfare in determining qualifications of its own members, filling vacancies on the commission and selecting its own chairman and vice-chairman.

A task force -- made up of members of the Commission on Nursing Services, the Commission on Economic and General Welfare, and legal counsel -- has been formed by the board to take under study a definition of "the rights of each and every registered nurse to full and active membership in the professional association."

A progress report, including the definition of the rights of members, is to be prepared for the January meeting of the Board of Directors. The full report is to be ready in May.

Many other suggestions from the ANA Advisory Council were accepted by the board and referred to an ad hoc committee of board and staff for study and recommendation to the board. This ad hoc committee will meet in early January 1975.

Legislative Workshop
February 27, 1975
Sheraton Crabtree
Raleigh, N. C.

North Carolina State Nurses' Association

CERP Approved Continuing Education Programs

Note: Below is a listing of all programs approved to date by the CERP Committee. Some were completed and some underway before publication of the initial listing was possible. Providers should submit programs for approval three months in advance of the offering so that henceforth listings will be well in advance of the offerings.

DATE	OFFERING	LOCATION	SPONSOR/PROVIDER	CREDIT	REGISTRATION INFO.
Oct. 28-29, 1974	Nephrology for Nurses	Winston-Salem (N. C. Baptist Hosp.)	N.C. Baptist Hosp. Dept. of In-Service and Old Salem Chapt. of Critical Care Nurses	10.5 RP	
Nov. 1-2, 1974	Regional Institute on Operating Room Nursing	Charleston, S. C. (Mills-Hyatt House)	AORN OF S. C. and Nat. Committee on Ed. of AORN	13 RP	
Nov. 11, Nov. 18 & Nov. 25, 1974	Leadership, Management & Supervision	Raleigh (Rex Hospital)	Wake AHEC	15 RP	
Nov. 14, 1974	Forum on Child Abuse	Greensboro	Family Life Council of Greater Greensboro	4 RP	
Nov. 22, 1974	Workshop on Cont. Ed. for Nurses	Fayetteville	Fayetteville AHEC & Fayetteville Technical Institute	6 RP	
Nov. '74 - April '75	Operating Room Nurse Internship	Chapel Hill (N.C. Mem. Hosp.)	N.C. Mem. Hosp. Dept. of Nursing Inservice Education	600 RP	
Oct. 15 - Dec. 17, 1974	Pediatric Intensive Care Course	Raleigh (Rex Hospital)	Rex Hospital Inservice Ed. and Wake Memorial Hospital Inservice Ed.	64 RP	
Nov. 4-6, 1974 Apr. 23-25, 1975	The Nurse: Planning Classes for Expectant Parents	Chapel Hill	Continuing Education Program, School of Nursing UNC-Chapel Hill	18.5 RP	Marty Ballard
Nov. 6-7, 1974	HELP--With Nursing Audit	Charlotte	Charlotte AHEC and Charlotte Memorial Hospital	12 RP	
Nov. 6, 1974 Nov. 18, 1974	Practical Approach to Drug Interactions	Chapel Hill	Continuing Education Program School of Nursing, UNC-Chapel Hill	6 RP	
Jan. 7-Feb. 13, 1975	Respiratory Module	Winston-Salem (N.C. Baptist Hosp.)	N.C. Baptist Hosp. Dept. of Inservice Education	18 RP	
Feb. 4, 1975 March 11, 1975 May 6, 1975 June 10, 1975	Electrocardiography for Nurses	Winston-Salem	Forsyth County Heart Assn.	15 RP	Nancy M. Anderson, Instructor for Coronary Care, N.C. Baptist Hosp., Winston-Salem 27103 RNs and LPNs caring for patients with ECG Monitors
Sept. 4 - Dec. 11, 1974	Advanced Electrocardiography	Winston-Salem	N. C. Baptist Hosp. Dept. of Inservice Education	22.5 RP	
Sept. 10 - Dec. 17, 1974	Cardiovascular Course	Winston-Salem	N. C. Baptist Hosp. Dept. of Inservice Education	48 RP	
Oct. 28 - Dec. 16, 1974	Cancer Education for Adults	Smithfield	Johnston Technical Institute & American Cancer Society	16 RP	
Nov. 4 - Dec. 13, 1974	Myocardial Infarction	Durham	Watts Hospital	5 RP	
Nov. 26, 1974	Understanding Death and Dying	Butner	Geropsychiatric Unit, John Umstead Inservice	4 RP	
Dec. 4, 1974	Laboratory Tests Done in Multiphasic Screening Clinic	Greensboro	Guilford County Health Dept. Nursing Inservice	2 RP	
Dec. 5-6, 1974	Second N. C. Postgraduate Course on Pulmonary Disease	Raleigh (Velvet Cloak)	N. C. Thorasic Society, N.C. Lung Assn., N.C. Academy of Family Physicians	10 RP	N.C. Thorasic Society P. O. Box 127 Raleigh 27602 Open to medical and paramedical personnel employed in functional or clinical settings
Dec. 4, 1974 Dec. 18, 1974	Systems Review for Children, Birth to 18 Years	Greensboro	Children & Youth Project Guilford County Health Dept.	4 RP	
Dec. 6, 1974	Nursing Assessment of Infant Through 12 Months	Greensboro	Guilford County Health Dept. Nursing Inservice	2 RP	

(Continued - over)

DATE	OFFERING	LOCATION	SPONSOR/PROVIDER	CREDIT	REGISTRATION INFO.
Dec. 10-11, 1974	Nursing Audit	Butner	John Umstead Hospital, Nursing Education Department	12 RP	Sandra B. Wilkes John Umstead Hospital, Butner 27509 Open to RNs in Psychiatry
Dec. 12, 1974	Values Clarification	High Point	Guilford County Health Dept. Nursing Inservice	2 RP	
Dec. 9-12, 1974	Supervisor Training Course, Phase IV	Chapel Hill	N.C. Division of Health Services; Caldwell Community College; Dept. of Nursing, UNC School of Public Health	30 RP	
Dec. 18, 1974	Home Management of Diabetic Patient	Greensboro	Guilford County Health Dept. Nursing Inservice	2 RP	
Dec. 19, 1974 - Jan. 3, 1975	Surgical Intensive Care Nursing Today	Pinehurst	Sandhills Community College	50 RP	
Dec. 1974 Feb. 1975 May 1975 July 1975	Electrocardiography Workshop (8 days)	Chapel Hill	N. C. Memorial Hospital, Nursing Inservice Education	56 RP	Nursing Inservice Education, N. C. Mem. Hosp. Chapel Hill 27514 Open to RNs - No practice experience requirements
Jan. 20-24, 2975	Intensive Care Nursing	Charlotte	Presbyterian Hospital Inservice Department	40 RP	
Jan. 25, 1975	Neurological Patient	Winston-Salem	Central Assn. of Operating Room Nurses of N.C.	6 RP	Carolyn Boger Forsyth Mem. Hosp. Silas Creek Parkway Winston-Salem Open to nurses interested in neurologic patient
Jan., Feb., March, April, 1975	Preceptor Training	Chapel Hill	N. C. Memorial Hospital, Nursing Inservice	7 RP	
Feb. 11-17 1975 & Clinical Experience	Coronary Care Unit Nursing	Charlotte (Presbyterian Hosp.)	Presbyterian Hospital	72 RP	
Feb. 18, 1975	Intensive Care of Neurological and Neurosurgical Patient	Greensboro	Moses H. Cone Hosp., Intensive Care Unit	7 RP	
Feb. 25, 1975 - March 20, 1975	Central Nervous System - Module III	Winston-Salem	N.C. Baptist Hospital, Inservice Education Dept.	12 RP	

TOTAL PROGRAM APPROVAL

To date, the following university continuing education departments, community colleges, and technical institutes have received two-year total program approval. These institutions grant CEUs or equivalent credit, which will be converted in the NCSNA CERP to recognition points. Programs offered by these institutions will be listed in the TAR HEEL NURSE when the information is provided by the institution.

University of North Carolina - Chapel Hill, Continuing Education Department
University of North Carolina-Greensboro, Continuing Education Department
East Carolina University, Continuing Education Department
Sandhills Community College
Sampson Technical Institute
N. C. Agricultural and Technical University, Continuing Education Department
Blue Ridge Technical Institute
Caldwell Community College
Gaston Community College
Catawba Valley Technical Institute
Lenoir Community College
Rowan Technical Institute
Craven Community College
Vance-Granville Technical Institute
University of North Carolina-Charlotte, Continuing Education Department

November in Headquarters

Staff responded to invitations from Districts Nine, Nineteen, Twenty-Three, Twenty-Five, and Twenty-Six to present programs at district meetings on the Association's Continuing Education Recognition Program and Economic and General Welfare Program.

Rose George, president, and Mrs. Frances Miller, executive director, attended an emergency meeting of the ANA Advisory Council in Kansas City in early November and participated in discussion of the problems of maintaining the multipurpose functions of the Association and protecting the membership rights of nurses at all employment levels. (See related story in this issue.) A regular meeting of the ANA Advisory Council is scheduled for January 28 in Kansas City.

Three NCSNA representatives -- Mrs. Carol Gleit, Mrs. Joan Reid, and Mrs. Miller -- attended the annual meeting of the North Carolina Council for Social Legislation.

The CERP Committee held a lengthy meeting and approved a number of programs for recognition points. Subcommittees also met during the month. Staff members participated in a workshop on CERP conducted by the Fayetteville AHEC.

The Committee on Legislation met during the month and made initial plans for a Legislative Workshop in 1975. Preparations are being made for developing a contact list of nurses on the local level and for utilizing various means of speeding up communications during the upcoming session of the General Assembly.

The Membership Committee met to develop plans for a 1975 project involving direct mailings to nurses who were deleted from the membership list in recent months. Selected districts, NCSNA, and ANA will share in this effort.

The Finance Committee met to prepare a proposed budget for 1975 to be presented to the Board of Directors at a meeting on December 5.

Negotiations were continuous throughout the month in relation to leasing the second floor of our building, arranging for necessary servicing and maintenance, and expediting the legal papers involved in completing the mortgage arrangements.

The Commission on Health Affairs met to consider problems of private duty registries. Several Commission members and other NCSNA representatives attended the annual meeting of the North Carolina Health Council.

An Ad Hoc Committee of the Board of Directors held two meetings to consider implications for the "Rules and Regulations for Registered Nurses Performing Medical Acts" as approved by the Board of Medical Examiners and the Board of Nursing to implement the 1973 legislation on expanding the role of the nurse. The report of this Ad Hoc Committee will be presented to the Board in December.

Miss George and Mrs. Miller met with the North Carolina Hospital Association Council on Nursing to discuss matters of mutual interest.

Staff also met during the month with a variety of groups--inservice educators, allied organizations, nurses interested in E&GW - to discuss specific NCSNA programs.

NCSNA has received notice from the Internal Revenue Service that based upon the audit of our 1972 tax return and financial records, conducted last spring, no change is being made in our tax exempt status.

Services were provided to the Psychiatric-Mental Health Division in preparing for an organizational meeting during the month of an interest group for psychiatric nurse clinicians and to the Maternal-Child Health Division in surveying division members regarding plans for a future workshop on the ANA Standards of Practice.

ANA launches program for nursing directors

Directors of nursing services in hospitals, nursing homes, ambulatory clinics, and other health care facilities in 18 states (including North Carolina) and the District of Columbia participated in a three-day management effectiveness institute conducted by ANA November 20-22 in Pittsburgh.

It was the third of three regional programs sponsored by the Council of Nursing Service Facilitators and was geared to nurse administrators with master's degrees. It is anticipated that participants will be available--formally and informally--for consultation and supportive services for other directors who do not have masters level preparation or who did not attend the conferences.

The Council is launching an intensive effort to assist directors of nursing and assistants in management effectiveness skills.

Send in suggestions for bylaws changes

The Committee on Bylaws will be meeting in early 1975 to consider changes needed in current NCSNA bylaws. Any proposed changes will be presented to the House of Delegates at the 1975 convention in October.

Suggestions for bylaws changes should reach the Committee by January 1, 1975. Communications should be directed to the Committee Chairman, Mrs. Tina Fisher, 1910 Martindale Drive, Fayetteville 28304.

New and Reinstated Members

(Joined in October)

District One

Mrs. Margaret W. Arney
Mrs. Joyce N. Greene
Mrs. Roberta P. Hines
Mrs. Jo Ann Jones
Mrs. Lucille C. Morrison
Mrs. Christine B. Oliver
Mrs. Nancy C. Phillips
Mrs. Judy C. Smith

District Three

Antoinette B. Armstrong
Mrs. Helen W. Baker
Mrs. Claudia Bryant
Mrs. Diana S. Dennison
Mrs. Brenda B. McBride

District Five

Mrs. Bonnie H. Cook
Mrs. Linda R. Gibbard
Mrs. Bette A. Lowery

District Eight

Sylvia A. Freeman

District Nine

Mrs. Joyce B. Beck
Mrs. Carolyn S. Schmidt

District Ten

Elizabeth A. North

District Eleven

V. Elizabeth Berryhill
Mrs. Dannie W. Davis
Kathleen A. Koval
Patricia E. Murphy
Ella L. Oliver
Mrs. Nan G. Poplin

District Twelve

Linda S. Assad

District Thirteen

Mrs. Judy H. Brande
Carolyn Colglazier
Mrs. Candance T. Currin
Sue Hayes
Mrs. Connie C. Levister
Mary E. Tate
Mrs. Marie C. Wall

District Fourteen

Mrs. Julia P. Wheeler

District Fifteen

Mrs. Carol S. Butler
Mrs. Joyce Clyburn
Mrs. Patty P. Ledwell
Mrs. Anne T. Malcolm
Mrs. Lucy N. Martin
Mrs. April Phillips
Mrs. Wilma S. Russ
Corinne Stevenson
Mrs. Rhonda S. Thompson

District Sixteen

Mrs. Carolyn W. Baldwin
Mrs. Peggy M. Blackmon

District Seventeen

Mrs. Margaret R. Murray

District Eighteen

Mrs. Patricia F. Howe
Mrs. Ida B. Lucas
Nettie P. Savage

District Nineteen

Marginette F. Lassiter

District Twenty

Mrs. Judith F. Brown

District Twenty-One

Josephine M. Hookway
Mrs. Bernice J. Zigovsky

District Twenty-Two

Grace D. George
Linda L. Jasinski
Mrs. Marjorie S. Jackson
Mrs. Ina Newton Taylor
Mrs. Estelle M. Whitted

District Twenty-Three

Marjorie G. Baker

District Twenty-Four

Mrs. Elizabeth B. Best

District Thirty

Rebecca Allen
Charlotte V. Nelson

About people...

Several new committee appointments have been approved by the Board of Directors: *DR. DOROTHY TALBOT*, Chapel Hill, member of the Committee on Resolutions; *MRS. NANCY A. WOODS*, Durham (member of the Committee for the past year) appointed chairman; *MRS. ANN SAMUEL*, Greensboro, member of the Commission on Practice; *SHARON PRATT*, representing Student Nurse Association of North Carolina, member of Committee on Legislation; *CHARLES SMITH*, representing SNANC, member of Committee on Public Affairs; *BETH BISHOP*, representing SNANC, member of Committee on History of Nursing . . .*MARY McCOLM* has been appointed nursing consultant for the Eastern Regional Office, Department of Human Resources, and is headquartered in Greenville. She is assigned to the Northeastern 17 counties with primary responsibility for chronic disease programs. She formerly was nursing director of ambulatory patient care services at Duke . . . Nurses at the Alcoholic Rehabilitation Center at Black Mountain were honored by the agency in October. Speaker at a banquet in their honor was *MRS. PAT HAYES*, chairman of the NCSNA Psychiatric-Mental Health Division.

New Masters program to open at Duke

Duke University School of Nursing will open a new Master of Science in Nursing program as of January 1975.

Primary purpose of the program is "to prepare nursing practitioners to be skillful leaders who will play a major role in the improvement of methods of delivery and quality of health care."

The program may be completed within three years of full-time study, that is, one calendar year. Part-time study also is possible, but program requirements must be completed within three years to obtain a graduate degree.

The curriculum plan emphasizes flexibility within a basic structure to best afford the realization of students' varying professional goals. Core courses include clinical practice designed to reflect the specific objectives of the individual student. Electives may be nursing or program related courses, and a thesis option is available.

While the program's priority intent is to improve the quality of the nurses's clinical practice, preparation for teaching and administration will be offered for a fourth semester of study.

A number of NIMH traineeships to cover tuition and a monthly stipend are available to qualified students for full-time study in the area of mental health psychiatric nursing. Further information regarding the program is available from the Dean, Duke University School of Nursing, Durham 27710. Applications will be received until January 1, 1975, for matriculation later that month.

Film information

In response to many requests, here are addresses for some of the films shown at the 1974 Clinical Sessions:

I'M SEVENTEEN, PREGNANT, AND DON'T KNOW WHAT TO DO:
Children's Home Society of California
Public Relations Department
3100 West Adam Blvd.
Los Angeles, Calif. 90018

LIKE OTHER PEOPLE
Perennial Education, Inc.
1825 Willow Road
Northfield, Ill. 60093

LAPROSCOPY
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Merrill Representative
1723 Downing
Greensboro, N. C. 27410

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Please Contact: Virginia Masten
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300 S. Hawthorne Road
Winston-Salem, N. C. 27103
Phone: (919) 727-5003

Tar Heel Nurse

Vol. 36, No. 9 November 1974

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Editor

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Mrs. Nancy Titus ..... 1st Vice-President
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103 Enterprise Street, Raleigh, N.C.
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Legislative workshop set for February 27

NCSNA's 1975 Legislative Workshop will be held on Thursday, February 27, at the Sheraton Crabtree Motor Inn, (Crabtree Valley) Raleigh. Hours will be 9 a.m. to 3 p.m.

Featured speakers will be Carol Fielders of the ANA Washington staff, who will discuss national legislation; Val Fleischhacker of Washington, who will discuss N-CAP, the political action arm of ANA; and Julia Miller, North Carolina leader in the movement for support of the Equal Rights Amendment.

Plans also include speakers who are present and former members of the General Assembly to discuss state legislative issues affecting nursing and a new film, "Voice of the People--North Carolina Legislature". The film is financed and sponsored by the General Assembly and is designed for people who have not had the opportunity to observe the Legislature in session.

After the workshop concludes at 3 p.m., those attending are encouraged to visit with their lawmakers at the General Assembly. Individuals should make their own arrangements for these appointments.

The Workshop Planning Committee expects to apply for CERPs for this program. The workshop has been planned by the Committee on Legislation.

Complete program details, pre-registration forms, and information about registration fees will be sent soon to district associations and will be published in the January TAR HEEL NURSE.

Notes

NCSNA headquarters office will be closed the week of December 23 for the Christmas Holidays. We will follow the lead of state offices, which also will be closed during that week.

Ruth Council, a past president of NCSNA, has given to headquarters building a silver bowl presented to her by the Wilson district in the 1930's during her term as president. Miss Council writes that the bowl is one of her treasured possessions and she hopes its usefulness will live on.

The new contract negotiated by NCSNA for the RN unit at VA Hospital in Fayetteville was signed October 23. Seated, left to right, are Joan Reid, NCSNA associate executive director, and Thelma Dove, chairman of the RN unit. Standing are Mildred Knowles, unit secretary; Ruby Earhart, chief nurse; Jack Allison, director of personnel; and Lula T. Moore, associate director of nursing service for education.

RNs at Durham VA Hospital vote for NCSNA as exclusive bargaining representative

The North Carolina State Nurses' Association won a decertification election in which RNs at the Veterans Administration Hospital in Durham voted overwhelmingly to drop their affiliation with a union (American Federation of Government Employees) and to select NCSNA as their bargaining agent.

ANA cites this election as a "first" in the federal sector. The election was held November 22. The certification of NCSNA as exclusive representative of RNs in the unit came on December 3 from the Atlanta Area Office of Labor-Management Services Administration, U. S. Department of Labor.

The vote was 64 for NCSNA, 13 for AFGE, and 3 for no representation. Mrs. Joan Bounds, a member of the RN unit, gave leadership to the effort to decertify the union. The unit scheduled a meeting for December 11 for election of officers.

Nurses indicated that the union, which had represented the RN unit for several years, could not speak to the professional issues involved in their practice.

Protest change in benefits

NCSNA has joined ANA in protesting a change affecting benefits of federal employees as announced recently by the Civil Service Commission.

The Commission announced that private duty nursing will no longer be covered for hospitalized patients (federal employes), as of January 1, 1975.

NCSNA has communicated its concern that: "Few hospitals have sufficient staff to provide the care needed by critically ill patients. To eliminate the resource of private duty nurses for these patients will place an impossible burden on already overworked staff nurses. The result will be dilution of care of ALL hospital patients."

Communication in response to the change in benefits should be directed to: Congressman Jerome R. Waldie, Chairman, House Subcommittee on Retirement and Employee Benefits, House Office Building, Washington, D. C. 20515.

Directory of 1975 General Assembly

House of Representatives

(Democrat unless noted otherwise)

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(Address: United States Senate, Washington, D. C. 20510)

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House of Representatives

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Tenth District	James T. Broyhill (R)
Eleventh District	Roy A. Taylor (D)

Personal contact with your Representative or Senator is the most effective way to promote your legislative interests and concerns. During the session, members of the General Assembly spend nearly every weekend in their home communities. Call on them personally or telephone them. Their home addresses are listed in the directory above.

If you cannot use this avenue of communication, write or telephone them in Raleigh. Use the following as a guide in addressing your communications:

The Honorable _____
North Carolina House of Representatives
State Legislative Building
Raleigh, N. C. 27602

or

The Honorable _____
North Carolina Senate
State Legislative Building
Raleigh, N. C. 27602

Keep this directory for handy reference throughout the 1975 session.

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(Joined in November)

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District Twenty-Nine
Mary F. Shuford
Mrs. Maryrose B. Wilson

Non-degree programs can seek ANA accreditation

The ANA Commission on Nursing Education is completing details of a mechanism to accredit nurse practitioner programs which are non-degree granting.

The Commission urges directors of all programs desiring to apply for accreditation to request the study guide on the approval mechanisms, which will be forwarded in the near future.

The Council on Continuing Education, in conjunction with the Commission on Nursing Education, for the past 18 months has been developing a system for the approval of non-degree granting and short-term continuing education programs which prepare nurses to function in an expanded role. The first official process for approval of nurse practitioner programs which are non-degree granting will be completed by the Commission in January.

Clinical content relative to criteria for expanded role programs have been developed by the respective Divisions on Practice in the following areas: ambulatory pediatric nursing, school health nursing, college health nursing, neo-natal nursing, obstetric-gynecologic nursing, and geriatric nursing. Content criteria are now being developed in other areas so that the approval process can be initiated in all expanded role programs.

About people...

Dr. Katherine B. Nucholls has been appointed associate director for nursing education for the Mountain Area Health Education Center, effective July 1, 1975. She is chairman of the pediatric nursing program at Yale University School of Nursing. Plans call for a FNP program to be started next year in the Mountain AHEC region . . . *Rex School of Nursing Alumni* celebrated its golden anniversary in October at a gala evening at Sheraton Crabtree Valley Inn.

Tar Heel Nurse

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Mrs. Nancy Titus . . . . . 1st Vice-President
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Mrs. Carolyn Greene . . . . . Secretary
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